Alberta
Manp + lab

1971

[Misc in labs]
1972 [-2]

A COMPARATIVE ANALYSIS OF COLLECTIVE AGREEMENTS 1967 AND 1971

Research Division
Department of Labour
Alberta

LEGISLATIVE LIBRARY
WITHDRAWN

ALBERTA

LEGISLATIVE LIBRARY OF ONTARIO
TORONTO 1
AUG 29 1972
RECEIVED

HON. DR. A.E. HOHOL
MINISTER

D.I. GARDNER
DEPUTY MINISTER

101-06564/

A COMPARATIVE
ANALYSIS
OF
COLLECTIVE AGREEMENTS ON FILE
IN THE DEPARTMENT OF LABOUR
IN 1967 and 1971
ALBERTA

Research Division
Department of Labour
Edmonton, Alberta
February, 1972

Hon. Dr. A.E. (Bert) Hohol
Minister

D. I. Gardner
Deputy Minister

TABLE OF CONTENTS

Introduction 1

Importance of Collective Agreement Analysis 2

The Scope of the Study 3

Terms and Abbreviations Used In Tables and Explanatory Notes . 6

SECTION I - DURATION OF AGREEMENTS 9

1 - Duration of Agreements 11

SECTION II - UNION SECURITY 13

2 - Union Security - Membership 17
3 - Union Security - Check-off 19
4 - Union Security - Crossing of Picket Lines, etc. 20

SECTION III - EMPLOYEE SECURITY 21

5 - Special Seniority Provision for Employees with Special Skills and/or Union Officials 27
6 - Seniority on Promotion 28
7 - Seniority on Lay-off 29
8 - Retention of Seniority During Term of Lay-off 30
9 - Retention of Seniority During Illness 31
10 - Seniority - Bumping 32
11 - Length of Probationary Period After Hiring 33
12 - Rate on Temporary Transfer 35
13 - Notice of Lay-off 37
14 - Posting of Job Vacancies 39
15 - Severance Pay and SUB 40
16 - Recall Procedure 41
17 - Distribution of Work During Slack Periods 42

SECTION IV - GRIEVANCE PROCEDURE 43

18 - Employee Grievance - Initial Presentation 45
19 - Special Grievance Procedure in Disciplinary or Dismissal Cases 47

SECTION V - COMPENSATION 49

20 - Compensation for Grievance Work 51
20A - Compensation of Union Officials in Negotiation of Collective Agreements 52

SECTION VI - ARBITRATION 53

21 - Arbitration - Number of Arbitrators 55

SECTION VII - DAYS AND HOURS OF WORK 57

22 - Normal Work Week (Days) 59
23 - Daily Hours 61
24 - Weekly Hours 63

SECTION VIII - OVERTIME 65

25 - Overtime Compensation after Daily Hours 67
26 - Overtime Compensation after Weekly Hours 69
27 - Overtime Compensation on Saturday or Sixth Day (Not normally worked) 71
28 - Overtime Compensation on Sunday or Seventh Day (Not normally worked) 73
29 - Right to refuse Overtime 75
30 - Distribution of Overtime Among Employees 76

SECTION IX - PREMIUM PAY 77

31 - Premium Pay for Regularly Scheduled Work on Saturday 79
32 - Premium Pay for Regularly Scheduled Work on Sunday 80
33 - Shift Premium (Second Shift) 82
34 - Shift Premium (Third Shift) 84
35 - Premium Pay for (hazardous, dangerous or dirty) Work 86
36 - Premium Rates for Work on Paid Holiday 87

SECTION X - PAID HOLIDAYS 89

37 - Number of Paid Holidays 91
38 - Eligibility for Paid Holidays (Minimum Service) 93
39 - Eligibility for Paid Holidays (Other requirements) 95
40 - Provision Concerning Paid Holiday Falling on Saturday (Not normally worked) 97
41 - Provision Concerning Paid Holiday Falling on Sunday (Not normally worked) 98

SECTION XI - PAID VACATIONS 101

42 - Paid Vacation - Election 103
43 - Paid Vacation - Two Weeks 105
44 - Paid Vacation - Three Weeks 106
45 - Paid Vacation - Four Weeks 108
46 - Paid Vacation - Five Weeks 110
47 - Paid Vacation - Six Weeks 112
48 - Carry-over of Vacation 113
49 - Extended Vacation if Taken at Certain Time(s) of the Year .. 114
50 - Extended Vacation in Designated Years of Service 115
51 - Pre-retirement Vacation 116
52 - Vacation Bonus - Special Payments 117

SECTION XII - LEAVE OF ABSENCE 119

53 - Paid Leave of Absence - Death in Family 121
54 - Paid Leave of Absence - Death of In-laws 123
55 - Pay for Leave of Absence on Jury Duty and/or Court Witness 124
56 - Paid Leave of Absence - Education 125
57 - Leave of Absence - Union Business 126

SECTION XIII - PROVISIONS REGARDING WOMEN 127

58 - Women - Equal Pay 129
59 - Women - Separate Seniority Unit 130
60 - Women - Maternity Leave (Seniority) 131
61 - Women - Maternity Leave: Time Limitation Before and After Date of Birth 132

SECTION XIV - HEALTH AND WELFARE 133

62 - Hospital Plan (Provincial) - Employer's Contribution 135
63 - Medical, Surgical and/or Supplementary Hospital
- Employer's Contribution 137
64 - Life Insurance, Accidental Death and Dismemberment
- Employer's Contribution 139
65 - Life Insurance, Accidental Death and Dismemberment
- Amount of Benefit 141
66 - Private Pension Plan - Employer's Contribution 143
67 - Sickness Weekly Indemnity (period of) 145
68 - Sickness Weekly Indemnity (amount of) 147
69 - Paid Sick Leave (number of days yearly) 149
70 - Accumulation of Unused Sick Leave 151

SECTION XV - TECHNOLOGICAL CHANGE 153

71 - Advance Notice and/or Consultation with Employee and/or
Union Prior to Introduction of New Methods 155
72 - Training or Retraining (Technological Change) 156
73 - Relocation Allowance 157
74 - Labour-Management Committee 158
75 - Wage or Employment Guarantees (Technological Change) ... 159
76 - Notice of Lay-off in Case of Technological Change 160
77 - Reopener Clause in Case of Technological Change 161

SECTION XVI - PAY GUARANTEES 163

78 - Guaranteed Employment or Earnings 165
79 - Reporting Pay Guarantee 166
80 - Call-in (Back) Pay Guarantee 168
81 - Cost of Living Provision (Escalator) 170
82 - Wage Incentives 171
83 - Pay Guarantee During Machinery Breakdown or
Adverse Weather Conditions 172

SECTION XVII - TRAVEL ALLOWANCES 173

84 - Travel Allowance or Transportation on Company Business .. 175
85 - Travel Allowance or Transportation on Call-in (Back),
Overtime or Other Special Circumstances 176

SECTION XVIII - ALLOWANCES 177

86 - Meal Allowances and Paid Meals 179
87 - Paid Wash-up Time 180
88 - Rest Periods 181
89 - Moving Expenses 183

SECTION XIX - OTHER BENEFITS 185

90 - Industrial Safety 187
91 - Clothing and Uniforms 188
92 - Safety Equipment 189
93 - Training or Retraining 190
94 - Educational Assistance 191

SECTION XX - MISCELLANEOUS PROVISIONS 193

95 - Moonlighting 195
96 - Contracting Out 196
97 - Reopener Clause 197
98 - Older and/or Handicapped Workers 198
99 - Part-time Employees 199
100 - Management Rights 200
101 - Labour-Management Committee 202

INTRODUCTION

This is the first study of collective agreements in Alberta; conducted by the Research Division. In order for the study to be meaningful, it was decided to **analyse** the agreements in effect at two different periods of time, so that any changes in provisions would be evident on a comparative basis.

This study was based on the analysis of two sets of 100 selected collective agreements that were on file with the Alberta Department of Labour Research Division at two different periods - 1967 and 1971. The agreements were identical with respect to the employers and bargaining units involved so that changes and trends between the 1967 set and the 1971 set could be highlighted. The employers represented seven industrial divisions as designated by Statistics Canada, and the bargaining units were comprised of 44 unions and 12 employee associations.

Although the 100 agreements were a small percentage of the total number on file in each period, selection was made so as to derive a representative sample. For example, the 15 agreements analysed from the construction industry covered the employees of at least 604 firms.

The analysis covers 100 collective agreement provisions and was carried out with reference to the Canada Department of Labour Coding Manual for the Analysis of Collective Agreements. Forty-six of the provisions were analysed solely on the basis of whether or not the provisions exists in an agreement whereas analysis of the remaining provisions provided classifications for special conditions and related additional information.

The resulting data is presented in table form along with definitions and explanatory notes.

IMPORTANCE OF COLLECTIVE AGREEMENT ANALYSIS

1. The number of employees whose working conditions are determined by content of collective agreements comprises a sizeable proportion of the total labour force, especially in certain industries. It is very likely that these working conditions influence those of the remainder of the work force.

2. Collective agreement analysis provides useful information for those in industry and government who are involved in the collective bargaining process.

3. Collective agreements exercise an influence through their content on the social and family life of employees. For example a clause providing for a forty hour work week is an important factor in determining the amount of leisure, employees and their families enjoy.

4. Collective agreements reflect the aspirations, needs, goals and values of the particular society, community or industry in which they are negotiated. They are indicators of not only status quo in relation to these factors but also of trends and changes that are occuring.

5. The economic and social bargaining between management and labour as represented by the collective agreement can have an important bearing on the attainment of regional and national economic and social goals.

6. Collective agreement analysis may reveal ideas of an innovative or pioneering nature which can be usefully applied on a wider scale, as well as the increasing emphasis on non-monetary provisions.

THE SCOPE OF THE STUDY

1. Selection of the Collective Agreements to be Analysed

One of the major aims of this study was to provide information on the changes taking place in the content of collective agreements. In order to do this, two sets of 100 collective agreements were selected from those on file with the Alberta Department of Labour and which were in effect in two separate periods - 1967 and 1971. The two sets were identical with respect to the employers and bargaining units involved so that comparative data could be obtained and changes highlighted. It should be noted that no attempt has been made to explain the causes of the reported changes.

The 100 collective agreements analysed for each period were selected on the basis of their representativeness of the majority of those negotiated by the various types and sizes of bargaining units within each industry division. Due to the prevalence of joint bargaining, they covered the working conditions of approximately 800 employer units. Also as a result of pattern bargaining where the terms of one settlement determine the general terms of many other settlements, it is safe to assume that the representativeness of the 100 agreements is increased a great deal.

2. Industry Divisions

In order to provide more relevant information, the collective agreements were classified according to industry divisions as designated by Statistics Canada. The aggregate data for each set of 100 agreements was tabulated under the heading "All Industries". Following are the industry divisions used and related comments. Abbreviations used are in brackets.

(a) Mining - Seven collective agreements were analysed in this division. They were in force in firms which were involved in sand and gravel production, natural gas processing, oil sands extraction, and coal mining.

(b) Manufacturing (Mfg.) - There were forty-one collective agreements in this division. The firms produced lumber, cement, ready mixed concrete, pre-built housing, pulp and paper, clothing, dairy, meat, and brewery products, baked goods, and petroleum products.

(c) Construction (Constr.) - The fifteen collective agreements in this division covered the employees of at least 604 firms. The wide coverage of these agreements is the reult of joint bargaining which is widely used in this industry.

(d) Transportation, Communications and Utilities (Trans., etc.) - There were nine collective agreements in this division. The employer units were a natural gas distributor, telephone and electrical power utilities, commerical trucking and storage firms, and an urban transit system.

(e) Trade - The eleven collective agreements in this division covered employees in farm machinery, heavy equipment, cooperative retail, automobile repair, drug wholesale and building supply firms as well as an urban supermarket and a bulk petroleum sales unit.

(f) Service - The ten agreements in this division covered employees in hotels, hospitals, municipal governments, school boards, and a legion branch.

(g) Public Administration (Public Admin.) - The seven collective agreements in this division covered employees in municipal governments and a police department.

3. Methodology

Each of the 100 selected collective agreements for the 1967 and 1971 periods were first coded for the absence or existence of certain specified provisions related to over 100 separate "fields". The coding system and definitions used in the analysis were those outlined by the Canada Department of Labour Coding Manual for the Analysis of Collective Agreements.

Membership requirements for Union Security is an example of a "field" while one of the following is a possible provision that a collective agreement might contain in relation to this field; (1) closed shop, (2) union shop (compulsory membership for all employees), (3) modified union shop (compulsory membership for new employees only, maintenance of membership for others), (4) maintenance of membership for present and/or future employees.

The coding of the agreements made it possible to tabulate the frequency of occurrence of each provision. Frequencies and percentages are presented in tables covering each "field" and its provisions. Each table provides these statistics for each of the industry divisions as well as on an aggregate basis in an "All Industries" classification. It should be noted that the percentages were calculated on the basis of the number of agreements in each industry division. Each table also shows the percentage change in the existence or absence of each provision between the 1967 period and the 1971 period.

4. Definitions

Definitions and comments are provided throughout the report in conjunction with related tables.

5. Qualifying Comments

(a) The details provided by the study are necessarily limited by the breadth of the coverage over various industrial divisions and diverse bargaining units.

(b) Due to the variety of language and terms used in collective agreements and the different meanings intended for these terms by those who write up collective agreements, certain coding requires certain arbitrary judgements on the part of the coder. However, these are minimized by the development of clear definitions as is provided by the "Coding Manual for the Analysis of Collective Agreements".

(c) Comparisons across industries should not be made because the incidence of provisions in the agreements of one industry may be due entirely to conditions peculiar to that industry.

(d) This study does not include actual practices which are not included in written collective agreements. It is limited to what is stated in the written agreements only.

(e) The statistical tabulation in this study does not take into account the interrelationships of the provisions of a collective agreement. For example it is possible for one strong provision of a collective agreement to negate the influence of another strong provision when the collective agreement is looked at as an integrated whole.

TERMS AND ABBREVIATIONS USED IN TABLES AND EXPLANATORY NOTES

1. Industry Divisions - as designated by Statistics Canada, "Standard Industrial Classification Manual (revised 1970)"
    - (a) Mining - includes mines, quarries and oil wells.
    - (b) Manufacturing - abbreviation - MFG.
    - (c) Construction - abbreviation - CONSTR.
    - (d) Transportation, Communication and Utilities - abbreviation - TRANS., ETC. - This includes transportation, communication and other utilities such as air, rail, truck, bus and pipeline transport, urban transit systems, radio and T.V. broadcasting, telephone systems, gas and water utilities.
    - (e) Trade - includes wholesale and retail.
    - (f) Service - includes community, business and personal service industries such as schools, hospitals, amusement and recreation services, professional service to business management, laundries, hotels, motels and restaurants, and services to buildings and dwellings.
    - (g) Public Administration - abbreviation - PUBLIC ADMIN. - includes public administration at the provincial and local level. Only agreements at the local level were used.
    - (h) All Industries - is used to designate an aggregation of the above divisions and the related data.

2. "1967 Agreements" - refers to the set of 100 collective agreements selected for analysis from those that were on file with the Alberta Department of Labour in 1967. In each case the agreement selected was the most recent one on file for the firm or association which negotiated it.

3. "1971 Agreements" - refers to the set of 100 collective agreements selected for analysis from those that were on file with the Alberta Department of Labour in 1971. In each case the agreement selected was the most recent one on file for the firm or association which negotiated it.

4. All percentages were rounded to the nearest percent to facilitate the reading of tables. This was done in an arbitrary manner to the next higher or lower percent when necessary to balance percentage totals.

Percentages within each industry were based on the number of agreements in the division and not on the total set of 100 agreements (except in the "All Industries" division).

5. Per cent change (increase or decrease) where used in the report refers to the percentage change in the incidence of a particular provision in the 1971 agreements in comparison to the incidence of the same provision in the 1967 agreements.

6. The brief analysis preceding the tables refer to the "All Industries" group unless otherwise specified.

7. Explanation of the tables are given only where it is felt that the table titles are not self-explanatory.

8. Sample clauses are included only to illustrate the possible wording of such clauses and are not intended to provide a comprehensive listing of clauses in any one agreement or group of agreements.

SECTION I - DURATION OF AGREEMENTS

DURATION (TERM) OF AGREEMENTS - TABLE 1

Table 1 indicates a change in the length of time between the effective date and the termination date of the collective agreements analysed. The change was toward terms of nineteen (19) to twenty-four (24) months duration and away from those of over 30 months duration. The Construction Industry had the largest percentage of agreements with terms of over 30 months duration in 1967 and 1971 agreements, 67% and 47% respectively. In the "All Industries" division, 40% of the 1967 agreements and 56% of the 1971 agreements provided for terms of 19 to 24 months.

TABLE 1 - DURATION OF AGREEMENT

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	Less than 12 months	1	1	0	0	- 1
	12 months to 15 months inclusive	15	15	10	10	- 5
	15 months to 18 months inclusive	2	2	4	4	+ 2
	19 months to 24 months inclusive	40	40	56	56	+16
	25 months to 30 months inclusive	3	3	7	7	+ 4
	31 months to 36 months inclusive	36	36	22	22	-14
	Over 36 months	3	3	1	1	- 2
	TOTAL	100	100	100	100	
MINING	12 months to 15 months inclusive	2	29	2	29	0
	15 months to 18 months inclusive	1	14	0	0	-14
	19 months to 24 months inclusive	3	43	4	57	+14
	31 months to 36 months inclusive	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	Less than 12 months	1	2	0	0	- 2
	12 months to 15 months inclusive	1	2	3	7	+ 5
	15 months to 18 months inclusive	1	2	3	7	+ 5
	19 months to 24 months inclusive	16	39	20	49	+10
	25 months to 30 months inclusive	3	7	4	10	+ 3
	31 months to 36 months inclusive	19	48	11	27	-21
	TOTAL	41	100	41	100	
CONSTR.	12 months to 15 months inclusive	3	20	0	0	-20
	19 months to 24 months inclusive	2	13	7	46	+33
	25 months to 30 months inclusive	0	0	1	7	+ 7
	31 months to 36 months inclusive	8	54	6	40	-14
	Over 36 months	2	13	1	7	- 6
	TOTAL	15	100	15	100	

Continued . . . .

TABLE 1 - DURATION OF AGREEMENT

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRANS., ETC.	12 months to 15 months inclusive	2	23	1	11	-12
	15 months to 18 months inclusive	0	0	1	11	+11
	19 months to 24 months inclusive	3	33	6	67	+34
	31 months to 36 months inclusive	3	33	1	11	-22
	Over 36 months	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	12 months to 15 months inclusive	3	27	2	18	- 9
	19 months to 24 months inclusive	6	55	7	64	+ 9
	31 months to 36 months inclusive	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	12 months to 15 months inclusive	3	30	2	20	-10
	19 months to 24 months inclusive	4	40	6	60	+20
	25 months to 30 months inclusive	0	0	1	10	+10
	31 months to 36 months inclusive	3	30	1	10	-20
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	12 months to 15 months inclusive	1	14	0	0	-14
	19 months to 24 months inclusive	6	86	6	86	0
	25 months to 30 months inclusive	0	0	1	14	+14
	TOTAL	7	100	7	100	

SECTION II - UNION SECURITY

Union security refers primarily to the protection of the union status and rights, by specific provisions in relation to membership requirements, dues checkoff, and the right of members to refuse to cross picket lines or to handle cargo shipped from a firm on strike (hot cargo).

UNION SECURITY - MEMBERSHIP - TABLE 2

Union security membership provisions are concerned with union membership as a condition of employment. Closed shop requirements offer the highest degree of union security, while union shop, modified union shop and maintenance of membership are less stringent on employment practices. In 1967, 67% of the agreements and in 1971, 72% of the agreements provided for some form of membership security.

Closed Shop - Where this provision is in effect, the company may hire and retain in its employ only union members. In some agreements, allowance is made for the company to hire non-members, when the union does not have sufficient members available, provided the new employees become union members within a certain length of time and/or on the condition that they will be replaced by union members when they become available. In both 1967 and 1971, 21% of the agreements in the "All Industry" division contained closed shop clauses. The highest rate of incidence was 86% in each period, in the Construction Industry.

> Sample clauses:
>
> All employees covered by this agreement shall, as a condition of employment, be members of, or make application for membership in, the union.
>
> The employer shall requisition employees from the union, and in the event that the union is unable to supply qualified and competent workers acceptable to the employer, then the employer may engage workers from any source and the union agrees to assist the employer by all means in its power to secure the necessary qualified and competent workers.
>
> Employees secured through sources other than the union shall be informed by the employer that it is a condition of employment that within fourteen (14) days from the date of engagement, they apply for membership in the union, it being understood that failing to make proper application, the employee may be replaced by a competent union tradesman when available.

Union Shop - Under this provision the employer is free to hire non-union members but once employed, they must join the union after a designated length of time or be discharged. In 1967, 21% of the agreements and in 1971 26% of the agreements contained union shop clauses.

> Sample clauses:
>
> The employer agrees that all employees covered by this agreement shall, as a condition of employment, within thirty (30) days from the effective date of this agreement, become and remain members of this union.
>
> The employer further agrees that all new employees hired subsequent to the effective date of this agreement shall, as a condition of employment, within thirty (30) days from the date of employment, become and remain members of the Union.

Modified Union Shop - This is a form of union shop which exempts from compulsory membership, all employees who are not union members at the time the agreement comes into force, but requires all those hired subsequently, to join the union. Maintenance of membership for those already members may or may not be mentioned. There was a slight decrease in the incidence of this provision from 13% in the 1967 agreements to 12% in the 1971 agreements.

> Sample clause:
>
> Any employee, who on the date hereof, was a member of the union in good standing or who becomes a member after that date shall maintain such membership as a condition of employment. A new employee hired after the signing of this agreement shall become a member of the union within thirty (30) calendar days following his date of hire.

Maintenance of Membership - Under maintenance of membership clauses, employees are under no obligation to join the union. However, those who do, must, as a condition of employment, maintain their union membership throughout the life of the contract.

> Sample clause:
>
> The company agrees it shall be a condition of employment that any employee who, at the date of this agreement, was a member of the Union in good standing, or who becomes a member after that date, shall maintain such membership during the term of this agreement. Employees shall be deemed members of the Union in good standing so long as they continue to pay their regular monthly union dues.

UNION SECURITY - CHECKOFF OF UNION DUES - TABLE 3

Checkoff is the practice whereby an employer, by agreement with the union, (and upon written authorization from each employee where required by law or agreement) regularly witholds union dues from the employees' wages and transmits these funds to the union. Checkoff is a common practice in organized establishments and is not dependent upon the existence of a formal union security clause. The arrangement may also provide for deductions of initiation fees, assessments and fines. A total of 83% of the 1967 agreements and 88% of the 1971 agreements provided for some form of checkoff.

The Rand Formula requires that all employees within the bargaining unit, that is, union members and non-member employees alike, must pay the equivalent of union dues as a condition of employment.

> Sample Rand Formula clause:
>
> In the case of an employee covered by this Agreement who is not a member of the Union and who is not required to become a member of the Union, the Employer agrees to deduct and forward to the Union, monthly, the regular weekly Union dues in accordance with the Rand Formula.

Provision for Checkoff other than Rand Formula includes any clause that provides for some form of checkoff with allowances for some employees to be exempted, non-union members for example. The number of agreements which had this provision, increased from 63% in 1967 to 66% in 1971.

> Sample clauses:
>
> The employer agrees to deduct, at such intervals as may be agreed upon by the parties, from the wages of each of its employees, who are members of the Union and who have authorized the same, the prescribed dues and to remit the same once each month to the Union. Each authorization shall be in writing signed by the Employee, and shall be delivered by the Union to the Employer.
>
> All new employees hired during the term of the collective agreement shall sign a dues deduction authorization, in the terms of Section 8.03 of the Article, and make application for union membership at the time of employment.

UNION SECURITY REGARDING CROSSING OF PICKET LINES ETC. - TABLE 4

Of the 100 agreements analysed 5% of the 1967 agreements and 9% of the 1971 agreements contained provisions for the rights of employees in case their union or any other union had a labour dispute with another establishment with which their company does business. These rights include refusal to cross a picket line, and to handle materials that are shipped from a firm on strike.

> Sample clause:
>
> It shall not be a violation of this agreement and it shall not be cause for discharge if any employee or employees refuse to go through the picket line of a union, nor shall the exercise of any rights permitted by law be a violation of this agreement. The union and its members, individually and collectively, reserve the right to refuse to handle goods from or to any firm which is engaged or involved in any controversy with this or any other union, and reserve the right to refuse to accept goods from or to make pickups from or deliveries to establishments where picket lines, strikes, walkouts or lockouts exist. This shall not apply to picket or placard lines established as a result of a jurisdictional dispute between two (2) or more unions.

TABLE 2 - UNION SECURITY - MEMBERSHIP

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
All INDUSTRIES	No provision - union membership as condition of employment	33	33	28	28	- 5
	Closed Shop	21	21	21	21	0
	Union Shop	21	21	26	26	+ 5
	Modified Union Shop	13	13	12	12	- 1
	Maintenance of membership for present and/or future employees	9	9	10	10	+ 1
	Other	3	3	3	3	0
	TOTAL	100	100	100	100	
MINING	No provision - union membership as condition of employment	4	58	4	58	0
	Union Shop	1	14	1	14	0
	Modified Union Shop	1	14	1	14	0
	Maintenance of membership for present and/or future employees	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision - union membership as condition of employment	10	24	8	20	- 4
	Closed Shop	6	15	6	15	0
	Union Shop	12	29	14	34	+ 5
	Modified Union Shop	8	20	7	17	- 3
	Maintenance of membership for present and/or future employees	2	5	3	7	+ 2
	Other	3	7	3	7	0
	TOTAL	41	100	41	100	
CONSTR.	Closed Shop	13	86	13	86	0
	Union Shop	0	0	1	7	+ 7
	Modified Union Shop	1	7	0	0	- 7
	Maintenance of membership for present and/or future employees	1	7	1	7	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision - union membership as condition of employment	5	56	3	33	-23
	Union Shop	3	33	3	33	0
	Modified Union Shop	0	0	1	11	+11
	Maintenance of membership for present and/or future employees	1	11	2	23	+12
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 2 - UNION SECURITY - MEMBERSHIP

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision - union membership as condition of employment	2	18	2	18	0
	Closed Shop	4	37	5	46	+ 9
	Modified Union Shop	2	18	2	18	0
	Maintenance of membership for present and/or future employees	3	27	2	18	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision - union membership as condition of employment	5	50	4	40	-10
	Closed Shop	2	20	2	20	0
	Union Shop	1	10	2	20	+10
	Modified Union Shop	1	10	1	10	0
	Maintenance of membership for present and/or future employees	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision - union membership as condition of employment	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 3 - UNION SECURITY - CHECK-OFF

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	17	17	12	12	- 5
	Provision for checkoff (other than Rand formula)	63	63	66	66	+ 3
	Compulsory checkoff for all employees (Rand formula)	20	20	22	22	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	1	14	0	0	-14
	Provision for checkoff (other than Rand formula)	4	57	5	71	+14
	Compulsory checkoff for all employees (Rand formula)	2	29	2	29	0
	TOTAL	7	100	7	100	
MFG.	No provision	6	14	3	7	- 7
	Provision for checkoff (other than Rand formula)	27	66	30	73	+ 7
	Compulsory checkoff for all employees (Rand formula)	8	20	8	20	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	3	20	2	13	- 7
	Provision for checkoff (other than Rand formula)	12	80	12	80	0
	Compulsory checkoff for all employees (Rand formula)	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	0	0	1	11	+11
	Provision for checkoff (other than Rand formula)	8	89	8	89	0
	Compulsory checkoff for all employees (Rand formula)	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	No provision	3	27	3	27	0
	Provision for checkoff (other than Rand formula)	6	55	6	55	0
	Compulsory checkoff for all employees (Rand formula)	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	3	30	3	30	0
	Provision for checkoff (other than Rand formula)	5	50	3	30	-20
	Compulsory checkoff for all employees (Rand formula)	2	20	4	40	+20
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	0	0	-14
	Provision for checkoff (other than Rand formula)	1	14	2	28	+14
	Compulsory checkoff for all employees (Rand formula)	5	72	5	72	0
	TOTAL	7	100	7	100	

TABLE 4 - UNION SECURITY - CROSSING OF PICKET LINES, ETC.

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	95	95	91	91	- 4
	Prov. for refusal to cross picket lines & handle hot cargoes, etc.	5	5	9	9	+ 4
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	37	90	- 3
	Prov. for refusal to cross picket lines & handle hot cargoes, etc.	3	7	4	10	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	14	93	13	87	- 6
	Prov. for refusal to cross picket lines & handle hot cargoes, etc.	1	7	2	13	+ 6
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	6	67	-22
	Prov. for refusal to cross picket lines & handle hot cargoes, etc.	1	11	3	33	+22
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

SECTION III - EMPLOYEE SECURITY

Seniority provisions are a way of granting preference in security and rewards to employees in accordance with their length of service. The term seniority is used to designate an employee's status relative to other employees, as in determining order of promotion, lay-off, vacations, etc. It often governs eligibility for severance pay, vacations and fringe benefits. Due to the fact that construction employees are not attached for long periods of time with one firm, seniority provisions are almost non-existent in agreements in this industry.

SPECIAL SENIORITY PROVISIONS - TABLE 5

Super Seniority is a special seniority provision for a limited number of employees with special skills and/or union officials. Clauses related to this provision are usually operative at times of lay-off. They provide for exceptions to seniority as a basis for lay-off, (a) in the case of certain union officials, and (b) in the case of "key workers" or workers having designated special skills. 8% of the 1967 agreements and 11% of the 1971 agreements provided for some form of super seniority.

> Sample clauses:
>
> Officers of the Union and Committeemen during their terms of office, shall have super seniority in their respective classifications for the purposes of lay-off and recall only.
>
> In cases of transfers to avoid lay-off, other than those of a temporary nature, and lay-off due to lack of work, the Company agrees that seniority in the classifications and in the classes within the classifications shall be the prime consideration, but the Union recognizes the Company's right to have regard for ability and to retain a limited number of employees of lesser seniority who, because of special training or ability, are essential to the efficient operation of the plant, provided such employees are placed on jobs making use of such special training or ability.

SENIORITY ON PROMOTION - TABLE 6

None of the agreements analysed based promotion solely on the length of service with the firm (straight seniority), however, 69% of the 1967 agreements and 71% of the 1971 agreements, provided that length of service be taken into consideration along with other factors such as: (1) qualifications to perform the job are equal or equivalent, etc. and, (2) qualifications to perform the job are sufficient or normal or average, etc.

Sample clause:

> Promotion shall be made on the basis of seniority, ability, qualification and experience. In the event two or more employees have similar abilities, the employee with the greatest seniority shall be selected.

SENIORITY ON LAY-OFF - TABLE 7

Provisions for lay-off solely on the basis of length of service with the firm were included in 7% of the 1967 agreements and 9% of the 1971 agreements. However, the majority of the 1971 agreements (61%) provided for other factors as well as length of service with the firm, to be taken into account when lay-offs occur. Other factors included equivalent or sufficient qualifications (or ability) to perform available jobs. Lay-off as used in these provisions refers to involuntary separation from employment for a temporary of indefinite period, resulting from no fault of the employee. Although "lay-off" usually implies eventual recall, or at least an intent to recall employees to their jobs, the term is occasionally used for separations plainly signifying permanent loss of jobs, as in plant shut downs.

Sample clause:

> Regular employees shall be laid off on the basis of their seniority, with the employee with the least seniority being laid off first, provided the employees retained are qualified to meet the normal requirements of work.

RETENTION OF SENIORITY DURING TERM OF LAY-OFF - TABLE 8

Employees received the right to retain seniority during periods of extended lay-offs in 47% of the 1967 agreements and 48% of the 1971 agreements. The most common provision specified retention for a period of 12 months or less, although its rate of incidence decreased from 29% in the 1967 agreements to 25% in the 1971 agreements. A system of graduating the retention or seniority during lay-off according to the employee's length of service with the firm was found in 9% of the 1967 agreements and 10% of the 1971 agreements.

RETENTION OF SENIORITY DURING ILLNESS - TABLE 9

This provision existed in 27% of the 1967 agreements and in 30% of the 1971 agreements. Agreements in the Manufacturing Industry showed the highest rate of incidence - 49% in 1967 and 51% in 1971.

> Sample clause:
>
> Seniority will continue to accrue during an absence due to illness or injury (except industrial injury) for a period of time equal to the employee's length of continuous service, or for a period of twelve consecutive months, whichever is less. If an employee is absent due to illness or injury (except industrial injury) for a period exceeding his length of service, or for a period exceeding twelve consecutive months (whichever is less), accrued seniority will be retained for a further period of twenty-four months, at which time employment shall be considered terminated.

SENIORITY - BUMPING RIGHTS - TABLE 10

Bumping is a practice that allows an employee (in seniority ranking or length of service) to displace a junior employee in another job or department during a lay-off or reduction in staff. Only 21% of the 1967 and 22% of the 1971 agreements contained this provision.

> Sample clause:
>
> . . . an applicant shall be recalled within forty-five days after lay-off to displace an employee with less seniority in another seniority group in the same classification or in a classification that he previously held, the work of which he satisfactorily performed, provided he has six months more seniority than the employee he displaces and he is qualified to perform the duties of the employee he displaces.

LENGTH OF PROBATIONARY PERIOD AFTER HIRING - TABLE 11

Provisions were included for a probationary or trial period for new employees before they acquire seniority in 69% of the 1967 agreements and in 73% of the 1971 agreements. During this period the employer is usually free to dismiss the employee if he proves unsatisfactory, without regard to clauses governing the lay-off or discharge of employees who have acquired seniority status. The most common probationary periods in the 1971 agreements were one month or less (13%), up to two months (19%), and up to three months (20%).

RATE ON TEMPORARY TRANSFER - TABLE 12

In the 1971 agreements, 54% had a provision regarding the rate to be paid an employee who is temporarily transferred from one job to another, usually at the request of the employer. The most common provision was for the transferred employee to receive the rate for the new job or the employee's regular rate, whichever is higher. The rate of incidence of this provision in the 1971 agreements was 35%, a 4% increase from the 1967 agreements.

> Sample clauses:
>
> If an employee is temporarily transferred from one job or operation to another, at the request of the Employer, he shall, while working on the job or operation to which he has been transferred, be paid his average hourly rate prevailing at the time of the transfer.
>
> An employee who is temporarily transferred from his regular job shall be paid the standard hourly rate of the job to which he has been transferred, provided such rate is not less than that of his regular job. If the rate of the job to which he is temporarily transferred, but not as a result of a lay-off, is less than the rate of his regular job, he shall be paid the rate of his regular job during the period of such temporary transfer.

NOTICE OF LAY-OFF - TABLE 13

Provisions made in 40% of the 1971 agreements provided for some form of advance notice in case of the reduction of the work force. i.e. where one or more employees are laid off but all or part of the plant continues to operate. The concern here is not with advance notice provisions applicable in plant shut down or introduction of technological changes and automation. Notice may be given to either the employee affected or the union. An advance notice of one week or less was provided for in 23% of the 1971 agreements.

> Sample clauses:
>
> No employee shall be laid off until he has received notice of the lay-off and has earned or been paid after such notice, thirty-six hours' pay at his regular rate of pay.
>
> Except for cause, permanent hourly employees shall receive two (2) weeks notice or two (2) weeks pay in lieu thereof.

> Employees with three or more years of service, who are laid off in accordance with paragraph (a) of this clause, shall be given notice on the following basis: Employees with 3 years service, but less than 5, two weeks notice; employees with 5 years service, or more, three weeks notice.
>
> In any lay-off, the Union will be given at least eight calendar days notice, along with the names of employees to be laid off, and any employee being laid off will receive seven calendar days notice or five days pay. If requested by either party following notice to the Union, a meeting will be held between the Company and the Union for the purpose of discussing the lay-off to the end that the business of the Company and the welfare of the employee be not unreasonably affected.

POSTING OF JOB VACANCIES - TABLE 14

SEVERANCE PAY AND SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB) - TABLE 15

Severance pay (also referred to as termination pay, dismissal allowance, separation benefit and lay-off allowance) provides for a monetary allowance paid by the employer to displace employees, generally upon permanent termination of employment with no chance of recall but sometimes upon indefinite lay-off with recall rights intact. A severance pay plan usually graduates payments by length of service, and provides for a lump sum payment or a series of payments over a period of time.

Supplemental Unemployment Benefit (SUB) plans establish a fund from which an employee who is laid off can draw benefits. The benefits are for a specified period of time and are for the purpose of supplementing those provided by Unemployment Insurance. The lay-off may be either temporary or permanent and is an involuntary separation from employment through no fault of the employee. In both the 1967 and 1971 agreements, 82% had no provision for severance pay ot SUB plans. Of the 1971 agreements, 11% provided for severance pay only (no SUB), 6% had SUB plans with severance pay, and only 1% contained SUB plans without severance pay. The Manufacturing Industry had the highest rate of occurrence of these provisions, 26% in the 1967 agreements and 32% in the 1971 agreements.

Sample clauses:

> If, as a result of the employer ceasing all or part of the operation, or merging with another employer, or changing any operating method, the employer is unable to provide work for a displaced employee, with five (5) or more years of service, in a comparable class of work, the employee shall be given thirty (30) days' notice and severance pay on the basis of one week's pay, at the regular rate of his last position, for every year of completed service with the employer.
>
> The employer shall contribute 4¢ per hour worked by each employee under the terms of this agreement to the union's SUB fund. The operation of the fund shall be governed by the union.

RECALL PROCEDURE AFTER LAY-OFF - TABLE 16

The procedure for recall after lay-off was specified in 63% of the 1967 agreements and in 65% of the 1971 agreements. Of the latter, 8% provided for recall strictly on the basis of inverse order of lay-off while 57% had provisions which were based on factors such as the employee's qualifications, training, and ability to do the job.

DISTRIBUTION OF WORK DURING SLACK PERIOD - TABLE 17

TABLE 5 - SPECIAL SENIORITY PROVISION FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	92	92	89	89	- 3
	Provision for super seniority	8	8	11	11	+ 3
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	33	80	34	83	+ 3
	Provision for super seniority	8	20	7	17	- 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	12	80	-20
	Provision for super seniority	0	0	3	20	+20
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	10	91	- 9
	Provision for super seniority	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 6 - SENIORITY ON PROMOTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	31	31	29	29	- 2
	Other than straight seniority	69	69	71	71	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	2	29	1	14	-15
	Other than straight seniority	5	71	6	86	+15
	TOTAL	7	100	7	100	
MFG.	No provision	6	15	5	12	- 3
	Other than straight seniority	35	85	36	88	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	Other than straight seniority	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	5	45	5	45	0
	Other than straight seniority	6	55	6	55	0
	TOTAL	11	100	11	100	
SERVICE	No provision	2	20	2	20	0
	Other than straight seniority	8	80	8	80	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	1	14	0
	Other than straight seniority	6	86	6	86	0
	TOTAL	7	100	7	100	

TABLE 7 - SENIORITY ON LAY-OFF

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	34	34	30	30	- 4
	Lay-off on basis of straight seniority	7	7	9	9	+ 2
	Other than straight seniority	59	59	61	61	+ 2
	TOTAL	100	100	100	100	
MINING	Other than straight seniority	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	6	15	4	10	- 5
	Lay-off on basis of straight seniority	5	12	6	15	+ 3
	Other than straight seniority	30	73	31	75	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	1	11	1	11	0
	Lay-off on basis of straight seniority	0	0	1	11	+11
	Other than straight seniority	8	89	7	78	-11
	TOTAL	9	100	9	100	
TRADE	No provision	4	36	2	18	-18
	Other than straight seniority	7	64	9	82	+18
	TOTAL	11	100	11	100	
SERVICE	No provision	6	60	5	50	-10
	Lay-off on basis of straight seniority	1	10	2	20	+10
	Other than straight seniority	3	30	3	30	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	2	29	3	43	+14
	Lay-off on basis of straight seniority	1	14	0	0	-14
	Other than straight seniority	4	57	4	57	0
	TOTAL	7	100	7	100	

TABLE 8 - RETENTION OF SENIORITY DURING TERM OF LAY-OFF

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	53	53	52	52	- 1
	12 months or less	29	29	25	25	- 4
	More than 12 months	3	3	4	4	+ 1
	Graduated according to length of service	9	9	10	10	+ 1
	Other (length not specified or indefinite)	6	6	9	9	+ 3
	TOTAL	100	100	100	100	
MINING	No provision	2	29	1	14	-15
	12 months or less	4	57	4	57	0
	Other (length not specified or indefinite)	1	14	2	29	+15
	TOTAL	7	100	7	100	
MFG.	No provision	11	27	12	29	+ 2
	12 months or less	16	39	13	33	- 6
	More than 12 months	2	5	3	7	+ 2
	Graduated according to length of service	9	22	10	24	+ 2
	Other (length not specified or indefinite)	3	7	3	7	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	3	33	4	45	+12
	12 months or less	5	56	2	22	-34
	Other (length not specified or indefinite)	1	11	3	33	+22
	TOTAL	9	100	9	100	
TRADE	No provision	6	55	5	45	-10
	12 months or less	4	36	5	45	+10
	More than 12 months	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Other (length not specified or indefinite)	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	6	86	-14
	12 months or less	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 9 - RETENTION OF SENIORITY DURING ILLNESS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	73	73	70	70	- 3
	Provision exists	27	27	30	30	+ 3
	TOTAL	100	100	100	100	
MINING	No provision	6	86	5	71	-15
	Provision exists	1	14	2	29	+15
	TOTAL	7	100	7	100	
MFG.	No provision	21	51	20	49	- 2
	Provision exists	20	49	21	51	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	9	100	+11
	Provision exists	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	6	55	-18
	Provision exists	3	27	5	45	+18
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	8	80	0
	Provision exists	2	20	2	20	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 10 - SENIORITY - BUMPING

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	79	79	78	78	- 1
	Provision exists	21	21	22	22	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	4	57	-29
	Provision exists	1	14	3	43	+29
	TOTAL	7	100	7	100	
MFG.	No provision	23	56	23	56	0
	Provision exists	18	44	18	44	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	9	100	+11
	Provision exists	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	8	80	-10
	Provision exists	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 11 - LENGTH OF PROBATIONARY PERIOD AFTER HIRING

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	31	31	27	27	- 4
	One month or less	11	11	13	13	+ 2
	Up to two months	18	18	19	19	+ 1
	Up to three months	20	20	20	20	0
	Up to four months	2	2	4	4	+ 2
	Up to five months	1	1	1	1	0
	Up to six months	8	8	8	8	0
	Six months and over	9	9	7	7	- 2
	Other	0	0	1	1	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	2	29	0	0	-29
	One month or less	0	0	1	13	+13
	Up to two months	2	29	2	29	0
	Up to three months	1	13	2	29	+16
	Up to six months	2	29	2	29	0
	TOTAL	7	100	7	100	
MFG.	No provision	6	15	5	13	- 2
	One month or less	10	25	10	25	0
	Up to two months	12	29	12	29	0
	Up to three months	8	20	8	20	0
	Up to four months	2	5	3	7	+ 2
	Up to five months	1	2	1	2	0
	Up to six months	1	2	1	2	0
	Six months and over	1	2	0	0	- 2
	Other	0	0	1	2	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	14	93	14	93	0
	Up to three months	1	7	1	7	0
	TOTAL	15	100	15	100	

Continued . . . .

TABLE 11 - LENGTH OF PROBATIONARY PERIOD AFTER HIRING

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRANS., ETC.	No provision	1	11	0	0	-11
	One month or less	0	0	1	11	+11
	Up to two months	2	22	3	34	+12
	Up to three months	3	34	2	22	-12
	Up to six months	2	22	2	22	0
	Six months and over	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	2	18	2	18	0
	One month or less	1	9	1	9	0
	Up to two months	1	9	1	9	0
	Up to three months	6	55	6	55	0
	Up to six months	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	No provision	5	50	5	50	0
	Up to two months	1	10	1	10	0
	Up to three months	1	10	1	10	0
	Up to four months	0	0	1	10	+10
	Up to six months	2	20	1	10	-10
	Six months and over	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	1	14	0
	Up to six months	0	0	1	14	+14
	Six months and over	6	86	5	72	-14
	TOTAL	7	100	7	100	

TABLE 12 - RATE ON TEMPORARY TRANSFER

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	50	50	46	46	- 4
	Regular rate of employee	8	8	6	6	- 2
	New rate or regular rate of the employee, whichever is higher	31	31	35	35	+ 4
	Rate of the new occupation	8	8	8	8	0
	Other	3	3	5	5	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	4	57	3	43	-14
	New rate or regular rate of the employee, whichever is higher	3	43	4	57	+14
	TOTAL	7	100	7	100	
MFG.	No provision	15	37	15	37	0
	Regular rate of employee	7	17	6	15	- 2
	New rate or regular rate of the employee, whichever is higher	12	29	11	26	- 3
	Rate of the new occupation	5	12	6	15	+ 3
	Other	2	5	3	7	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	New rate or regular rate of the employee, whichever is higher	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	2	22	2	22	0
	Regular rate of employee	1	11	0	0	-11
	New rate or regular rate of the employee, whichever is higher	5	56	6	67	+11
	Rate of the new occupation	1	11	0	0	-11
	Other	0	0	1	11	+11
	TOTAL	9	100	9	100	
TRADE	No provision	6	55	5	46	- 9
	New rate or regular rate of the employee, whichever is higher	3	27	3	27	0
	Rate of the new occupation	2	18	2	18	0
	Other	0	0	1	9	+ 9
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 12 - RATE ON TEMPORARY TRANSFER

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	7	70	6	60	-10
	New rate or regular rate of the employee, whichever is higher	2	20	4	40	+20
	Other	1	10	0	0	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	1	14	0
	New rate or regular rate of the employee, whichever is higher	6	86	6	86	0
	TOTAL	7	100	7	100	

TABLE 13 - NOTICE OF LAY-OFF

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	61	61	60	60	- 1
	One week or less	21	21	23	23	+ 2
	Two weeks	10	10	8	8	- 2
	Four weeks or more	3	3	5	5	+ 2
	Graduated	4	4	4	4	0
	Other	1	1	0	0	- 1
	TOTAL	100	100	100	100	
MINING	No provision	5	72	5	72	0
	One week or less	1	14	1	14	0
	Two weeks	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	23	56	23	56	0
	One week or less	15	37	16	39	+ 2
	Graduated	2	5	2	5	0
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	12	80	12	80	0
	One week or less	3	20	2	13	- 7
	Four weeks or more	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	5	56	5	56	0
	Two weeks	3	33	2	22	-11
	Four weeks or more	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	7	64	6	55	- 9
	One week or less	0	0	2	18	+18
	Two weeks	2	18	1	9	- 9
	Graduated	2	18	2	18	0
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 13 - NOTICE OF LAY-OFF

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	6	60	5	50	-10
	One week or less	2	20	2	20	0
	Two weeks	1	10	1	10	0
	Four weeks or more	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	3	43	4	57	+14
	Two weeks	3	43	3	43	0
	Four weeks or more	1	14	0	0	-14
	TOTAL	7	100	7	100	

* Does not include advance notice provisions applicable to plant shutdown or introduction of technological change (automation)

TABLE 14 - POSTING OF JOB VACANCIES

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	58	58	49	49	- 9
	Provision exists	42	42	51	51	+ 9
	TOTAL	100	100	100	100	
MINING	No provision	3	43	3	43	0
	Provision exists	4	57	4	57	0
	TOTAL	7	100	7	100	
MFG.	No provision	17	41	10	24	-17
	Provision exists	24	59	31	76	+17
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	4	44	4	44	0
	Provision exists	5	56	5	56	0
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	9	82	- 9
	Provision exists	1	9	2	18	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	6	60	6	60	0
	Provision exists	4	40	4	40	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	3	43	2	29	-14
	Provision exists	4	57	5	71	+14
	TOTAL	7	100	7	100	

TABLE 15 - SEVERANCE PAY AND SUB

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	82	82	82	82	0
	Severance pay - Benefits specified in agreement (No S.U.B.)	10	10	11	11	+ 1
	S.U.B. with severance pay	5	5	6	6	+ 1
	S.U.B. plans without severance pay	3	3	1	1	- 2
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	Severance pay - Benefits specified in agreement (No S.U.B.)	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	30	74	28	68	- 6
	Severance pay - Benefits specified in agreement (No S.U.B.)	3	7	6	15	+ 8
	S.U.B. with severance pay	5	12	6	15	+ 3
	S.U.B. plans without severance pay	3	7	1	2	- 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	13	87	13	87	0
	Severance pay - Benefits specified in agreement (No S.U.B.)	2	13	2	13	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	10	91	0
	Severance pay - Benefits specified in agreement (No S.U.B.)	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	9	90	+10
	Severance pay - Benefits specified in agreement (No S.U.B.)	2	20	1	10	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	6	86	0
	Severance pay - Benefits specified in agreement (No S.U.B.)	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 16 - RECALL PROCEDURE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	37	37	35	35	- 2
	In the inverse order of layoff	9	9	8	8	- 1
	Other	54	54	57	57	+ 3
	TOTAL	100	100	100	100	
MINING	No provision	1	14	1	14	0
	In the inverse order of layoff	2	29	2	29	0
	Other	4	57	4	57	0
	TOTAL	7	100	7	100	
MFG.	No provision	6	15	6	15	0
	In the inverse order of layoff	5	12	6	15	+ 3
	Other	30	73	29	70	- 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	2	22	1	11	-11
	Other	7	78	8	89	+11
	TOTAL	9	100	9	100	
TRADE	No provision	3	27	2	18	- 9
	Other	8	73	9	82	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	6	60	5	50	-10
	Other	4	40	5	50	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	57	5	71	+14
	In the inverse order of layoff	2	29	0	0	-29
	Other	1	14	2	29	+15
	TOTAL	7	100	7	100	

TABLE 17 - DISTRIBUTION OF WORK DURING SLACK PERIODS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	89	89	90	90	+ 1
	Provision - change in hrs. of work or job during slack periods	11	11	10	10	- 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	7	100	+14
	Provision - change in hrs. of work or job during slack periods	1	14	0	0	-14
	TOTAL	7	100	7	100	
MFG.	No provision	33	80	33	80	0
	Provision - change in hrs. of work or job during slack periods	8	20	8	20	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	9	82	9	82	0
	Provision - change in hrs. of work or job during slack periods	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

SECTION IV - GRIEVANCE PROCEDURES

INITIAL PRESENTATION OF GRIEVANCE - TABLE 18

The most common procedure (55% of the 1971 agreements) was for the employee to approach management directly, with or without a union representative, in presenting his grievance. Grievance presentation, by employee involved, to the supervisor directly involved was stipulated in 21% of the 1971 agreements, whereas only 2% provided that all grievances be initiated by the union or a grievance committee. Subsequent steps leading to arbitration provided the basis for further recourse to dissatisfied employees.

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES - TABLE 19

TABLE 18 - EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	4	4	3	3	- 1
	Employee	20	20	21	21	+ 1
	Union steward	18	18	18	18	0
	Employee with or without Union steward	52	52	55	55	+ 3
	Union	1	1	1	1	0
	Grievance Committee	4	4	1	1	- 3
	Other	1	1	1	1	0
	TOTAL	100	100	100	100	
MINING	Union steward	1	14	1	14	0
	Employee with or without Union steward	5	72	5	72	0
	Grievance Committee	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	1	2	0	0	- 2
	Employee	5	13	6	15	+ 2
	Union steward	12	30	11	27	- 3
	Employee with or without Union steward	20	49	23	56	+ 7
	Union	1	2	0	0	- 2
	Grievance Committee	1	2	0	0	- 2
	Other	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	0	0	1	7	+ 7
	Employee	4	27	5	33	+ 6
	Union steward	4	27	5	33	+ 6
	Employee with or without Union steward	6	39	3	20	-19
	Union	0	0	1	7	+ 7
	Grievance Committee	1	7	0	0	- 7
	TOTAL	15	100	15	100	
TRANS., ETC.	Employee	5	56	4	44	-12
	Employee with or without Union steward	4	44	5	56	+12
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 18 - EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	Employee	3	27	2	18	- 9
	Union steward	1	9	1	9	0
	Employee with or without Union steward	7	64	8	73	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	2	20	1	10	-10
	Employee	3	30	3	30	0
	Employee with or without Union steward	5	50	6	60	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	1	14	0
	Employee	0	0	1	14	+14
	Employee with or without Union steward	5	72	5	72	0
	Grievance committee	1	14	0	0	-14
	TOTAL	7	100	7	100	

TABLE 19 - SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	65	65	59	59	- 6
	Provision exists	35	35	41	41	+ 6
	TOTAL	100	100	100	100	
MINING	No provision	5	71	3	43	-28
	Provision exists	2	29	4	57	+28
	TOTAL	7	100	7	100	
MFG.	No provision	17	41	16	39	- 2
	Provision exists	24	59	25	61	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	Provision exists	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	7	78	5	56	-22
	Provision exists	2	22	4	44	+22
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	9	82	+ 9
	Provision exists	3	27	2	18	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Provision exists	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	57	3	43	-14
	Provision exists	3	43	4	57	+14
	TOTAL	7	100	7	100	

SECTION V - COMPENSATION

COMPENSATION FOR GRIEVANCE WORK - TABLE 20

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENTS - TABLE 20A

TABLE 20 - COMPENSATION FOR GRIEVANCE WORK

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	64	64	57	57	- 7
	Provision exists	36	36	43	43	+ 7
	TOTAL	100	100	100	100	
MINING	No provision	2	29	2	29	0
	Provision exists	5	71	5	71	0
	TOTAL	7	100	7	100	
MFG.	No provision	18	44	14	34	-10
	Provision exists	23	56	27	66	+10
	TOTAL	41	100	41	100	
CONSTR.	No provision	13	87	13	87	0
	Provision exists	2	13	2	13	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	7	78	6	67	-11
	Provision exists	2	22	3	33	+11
	TOTAL	9	100	9	100	
TRADE	No provision	9	82	9	82	0
	Provision exists	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	8	80	-10
	Provision exists	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	5	71	-15
	Provision exists	1	14	2	29	+15
	TOTAL	7	100	7	100	

TABLE 20A - COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENTS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	85	85	83	83	- 2
	Provision exists	15	15	17	17	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	4	57	2	29	-28
	Provision exists	3	43	5	71	+28
	TOTAL	7	100	7	100	
MFG.	No provision	32	78	32	78	0
	Provision exists	9	22	9	22	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	7	78	7	78	0
	Provision exists	2	22	2	22	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	6	86	0
	Provision exists	1	14	1	14	0
	TOTAL	7	100	7	100	

SECTION VI - ARBITRATION

ARBITRATION - NUMBER OF ARBITRATORS - TABLE 21

Arbitration is a method of settling disputes through recourse to an impartial third party, whose decision is usually final and binding. Panels of arbitrators were provided for specifically in 87% of the 1971 agreements, (a 7% decrease), whereas provisions for a single arbitrator occurred in 10% of the agreements.

TABLE 21 - ARBITRATION - NUMBER OF ARBITRATORS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No specific provision for the number of arbitrators	3	3	2	2	- 1
	Specific provision for single arbitrator	5	5	10	10	+ 5
	Specific provision for panel of arbitrators	90	90	87	87	- 3
	Other	2	2	1	1	- 1
	TOTAL	100	100	100	100	
MINING	Specific provision for panel of arbitrators	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	Specific provision for single arbitrator	1	2	3	7	+ 5
	Specific provision for panel of arbitrators	39	96	38	93	- 3
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No specific provision for the number of arbitrators	0	0	1	7	+ 7
	Specific provision for single arbitrator	0	0	1	7	+ 7
	Specific provision for panel of arbitrators	15	100	13	86	-14
	TOTAL	15	100	15	100	
TRANS., ETC.	Specific provision for single arbitrator	1	11	3	33	+22
	Specific provision for panel of arbitrators	8	89	6	67	-22
	TOTAL	9	100	9	100	
TRADE	Specific provision for single arbitrator	2	18	2	18	0
	Specific provision for panel of arbitrators	8	73	8	73	0
	Other	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	No specific provision for the number of arbitrators	1	10	0	0	-10
	Specific provision for single arbitrator	1	10	1	10	0
	Specific provision for panel of arbitrators	8	80	9	90	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No specific provision for the number of arbitrators	2	29	1	14	-15
	Specific provision for panel of arbitrators	5	71	6	86	+15
	TOTAL	7	100	7	100	

SECTION VII - DAYS AND HOURS OF WORK

Table 55, 56 and 59 provide data on the "normal", **"regular"**, "standard", or "average" number of, (1) days per week, (2) hours per day and (3) hours per week. Where an agreement stipulated only two of the above, the third was calculated by inference e.g., 8 hours per day and 40 hours per week indicated that a five day week was in effect. These periods of time referred to those worked by individual day or day shift workers and not the number of days or hours the plant is in operation.

NORMAL WORK WEEK IN DAYS - TABLE 22

The five day work week was by far the most common, with the main change being a decrease of 4% in the number of agreements having a five and one-half day work week. Table 22 shows evidence of a slight trend to the four and one-half day week in the Construction Industry and to the four day week in Public Administration.

NUMBER OF DAILY HOURS - TABLE 23

The study indicates that only 11% of the 1971 agreements provided for more than eight hours per day and 8% provided for less than eight hours per day. The great majority of the 1971 agreements (78%), provided for eight hours per day. The data in table 23 does not indicate any sizeable trend toward work days with less than eight hours, although there was a 4% increase in the number of 1971 agreements that had such provisions.

WEEKLY HOURS - TABLE 24

The forty hour work week was in effect in 71% of the 1967 agreements and 75% of the 1971 agreements. Overall, there was a 5% decrease in the number of 1971 agreements which provided for more than forty hours per week and only a 3% increase in the number that provided for less than 40 hours per week. In certain industries; Construction, Service, and Public Administration there appeared to be the beginning of a trend toward work weeks shorter than 40 hours. One 1971 agreement in the Construction Industry was unique in that it provided for a 40 hour week during the period May 1st to October 31st and a 35 hour week from November 1st to April 30th. It was tabulated as providing for a 37½ hour week.

TABLE 22 - NORMAL WORK WEEK (DAYS)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	5	5	3	3	- 2
	Four days	0	0	1	1	+ 1
	Four and a half days	0	0	1	1	+ 1
	Five days	85	85	90	90	+ 5
	Five and a half days	7	7	3	3	- 4
	Irregular work week	1	1	0	0	- 1
	Other	2	2	2	2	0
	TOTAL	100	100	100	100	
MINING	Five days	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	Five days	38	93	40	98	+ 5
	Five and a half days	3	7	1	2	- 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	2	13	0	0	-13
	Four and a half days	0	0	1	7	+ 7
	Five days	12	80	14	93	+13
	Five and a half days	1	7	0	0	- 7
	TOTAL	15	100	15	100	
TRANS., ETC.	Five days	8	89	9	100	+11
	Five and a half days	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	No provision	1	9	1	9	0
	Five days	5	46	6	55	+ 9
	Five and a half days	2	18	2	18	0
	Irregular work week	1	9	0	0	- 9
	Other	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	2	20	2	20	0
	Five days	8	80	8	80	0
	TOTAL	10	100	10	100	

TABLE 22 - NORMAL WORK WEEK (DAYS)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
PUBLIC ADMIN.	Four days	0	0	1	14	+14
	Five days	7	100	6	86	-14
	TOTAL	7	100	7	100	

Note 1. One 1967 Construction Industry agreement was national in scope and number of days in the week were not stated (to be determined by local agreement).

TABLE 23 - DAILY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	Number of daily hours not stated	5	5	3	3	- 2
	7 hours	0	0	3	3	+ 3
	7¼ hours	2	2	1	1	- 1
	7½ hours	2	2	3	3	+ 1
	7 hours and 40 minutes	1	1	1	1	0
	8 hours	81	81	78	78	- 3
	8½ to 8 3/4 hours	2	2	3	3	+ 1
	9 hours	5	5	5	5	0
	10 hours or more	2	2	3	3	+ 1
	TOTAL	100	100	100	100	
MINING	8 hours	6	86	6	86	0
	9 hours	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	7½ hours	0	0	1	2	+ 2
	7 hours and 40 minutes	1	2	1	2	0
	8 hours	36	88	36	88	0
	8 hours and 48 minutes	2	5	2	5	0
	9 hours	2	5	1	2	- 3
	TOTAL	41	100	41	100	
CONSTR.	Number of daily hours not stated	2	14	0	0	-14
	7½ hours	0	0	1	7	+ 7
	8 hours	13	86	13	86	0
	9 hours	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	7½ hours	1	11	1	11	0
	8 hours	5	56	5	56	0
	9 hours	2	22	2	22	0
	10 hours or more	1	11	1	11	0
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 23 - DAILY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	Number of daily hours not stated	1	9	1	9	0
	8 hours	9	82	8	73	- 9
	8½ hours	0	0	1	9	+ 9
	10 hours or more	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	Number of daily hours not stated	2	20	2	20	0
	7¼ hours	1	10	0	0	-10
	7½ hours	1	10	0	0	-10
	8 hours	6	60	8	80	+20
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	7 hours	0	0	1	14	+14
	7¼ hours	1	14	1	14	0
	8 hours	6	86	4	58	-28
	10 hours or more	0	0	1	14	+14
	TOTAL	7	100	7	100	

Note 1. One 1967 Construction Industry agreement was national in scope and number of hours in the day were not stated (to be determined by local agreement).

TABLE 24 - WEEKLY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	Number of weekly hours not stated	5	5	3	3	- 2
	35 hours	0	0	3	3	+ 3
	36¼ hours	2	2	1	1	- 1
	37½ hours	2	2	4	4	+ 2
	38 hours	1	1	1	1	0
	38½ hours	1	1	0	0	- 1
	40 hours	71	71	75	75	+ 4
	42 hours	5	5	5	5	0
	44 hours	12	12	7	7	- 5
	50 hours	1	1	1	1	0
	TOTAL	100	100	100	100	
MINING	40 hours	6	86	6	86	0
	44 hours	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	37½ hours	0	0	1	2	+ 2
	38 hours	1	2	1	2	0
	38½ hours	1	2	0	0	- 2
	40 hours	31	77	34	84	+ 7
	42 hours	1	2	1	2	0
	44 hours	7	17	4	10	- 7
	TOTAL	41	100	41	100	
CONSTR.	Number of weekly hours not stated	2	13	0	0	-13
	37½ hours	0	0	2	13	+13
	40 hours	12	80	13	87	+ 7
	44 hours	1	7	0	0	- 7
	TOTAL	15	100	15	100	
TRANS., ETC.	37½ hours	1	11	1	11	0
	40 hours	4	45	5	56	+11
	44 hours	3	33	2	22	-11
	50 hours	1	11	1	11	0
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 24 - WEEKLY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	Number of weekly hours not stated	1	9	1	9	0
	40 hours	7	64	7	64	0
	42 hours	3	27	3	27	0
	TOTAL	11	100	11	100	
SERVICE	Number of weekly hours not stated	2	20	2	20	0
	35 hours	0	0	2	20	+20
	36¼ hours	1	10	0	0	-10
	37½ hours	1	10	0	0	-10
	40 hours	6	60	6	60	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	35 hours	1	14	1	14	0
	36¼ hours	0	0	1	14	+14
	40 hours	5	72	4	58	-14
	42 hours	1	14	1	14	0
	TOTAL	7	100	7	100	

Note 1. One 1967 Construction Industry agreement was national in scope and number of weekly hours were not stated. (To be determined by local agreement.)

SECTION VIII - OVERTIME PAY

In this study, overtime was considered as work performed in excess of the basic work day or week, i.e., after normal daily hours, or on scheduled days off. Overtime pay is often at the rate of time and one-half or double-time for all overtime hours; or at time and one-half for the first one, two, three, or four hours of overtime, followed by double time or some other higher rate. It should be noted that The Alberta Labour Act states the minimum wage for overtime is time and one-half the ordinary wages paid to an employee for all hours in excess of 9 hours per day and 44 hours in a week of not more than six working days except where the Board of Industrial Relations has issued special orders.

OVERTIME COMPENSATION AFTER DAILY HOURS - TABLE 25

The two most common provisions were for, (a) time and one-half (36% of 1971 agreements) and (b) time and one-half for the first one, two, three or four overtime hours followed by a higher rate, usually double time (50% of 1971 agreements). However the incidence of the first decreased by 4% and the incidence of the latter increased by 8%, resulting in a trend toward higher costs on employers who assign overtime. Only 4% of the 1971 agreements, had no provision for overtime after daily hours of work and 8% of them provided for double time.

OVERTIME COMPENSATION AFTER WEEKLY HOURS - TABLE 26

OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) - TABLE 27

The incidence in the 1971 agreements of provision for overtime pay of time and one-half for work on a Saturday (or the sixth day) that is not normally worked, decreased by 3%. At the same time the incidence of provision for time and one-half followed by a higher rate or for straight double time increased by 11%. The latter two rates, being the most common, were designated in 49% of the 1971 agreements.

OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) - TABLE 28

RIGHT TO REFUSE OVERTIME - TABLE 29

DISTRIBUTION OF OVERTIME AMONG EMPLOYEES - TABLE 30

TABLE **25** - OVERTIME COMPENSATION AFTER DAILY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision for overtime compensation	7	7	4	4	- 3
	Time and one-half	40	40	36	36	- 4
	Time and one-half followed by higher rate	42	42	50	50	+ 8
	Double time	8	8	8	8	0
	Other	3	3	2	2	- 1
	TOTAL	100	100	100	100	
MINING	Time and one-half	2	29	2	29	0
	Time and one-half followed by higher rate	5	71	5	71	0
	TOTAL	7	100	7	100	
MFG.	No provision for overtime compensation	1	2	1	2	0
	Time and one-half	16	39	13	32	- 7
	Time and one-half followed by higher rate	23	57	26	64	+ 7
	Double time	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision for overtime compensation	1	7	0	0	- 7
	Time and one-half	1	7	1	7	0
	Time and one-half followed by higher rate	7	46	8	53	+ 7
	Double time	6	40	6	40	0
	TOTAL	15	100	15	100	
TRANS., ETC.	Time and one-half	6	67	4	44	-23
	Time and one-half followed by higher rate	3	33	5	56	+23
	TOTAL	9	100	9	100	
TRADE	No provision for overtime compensation	3	27	1	9	-18
	Time and one-half	8	73	9	82	+ 9
	Time and one-half followed by higher rate	0	0	1	9	+ 9
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 25 - OVERTIME COMPENSATION AFTER DAILY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision for overtime compensation	2	20	2	20	0
	Time and one-half	6	60	6	60	0
	Time and one-half followed by higher rate	1	10	1	10	0
	Other	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	Time and one-half	1	14	1	14	0
	Time and one-half followed by higher rate	3	43	4	58	+15
	Double time	1	14	1	14	0
	Other	2	29	1	14	-15
	TOTAL	7	100	7	100	

TABLE 26 - OVERTIME COMPENSATION AFTER WEEKLY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision for overtime after weekly hours	55	55	58	58	+ 3
	Time and one-half	29	29	26	26	- 3
	Time and one-half followed by a higher rate	11	11	12	12	+ 1
	Double time	4	4	3	3	- 1
	Other	1	1	1	1	0
	TOTAL	100	100	100	100	
MINING	No provision for overtime after weekly hours	3	43	3	43	0
	Time and one-half	3	43	3	43	0
	Time and one-half followed by a higher rate	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision for overtime after weekly hours	21	51	22	53	+ 2
	Time and one-half	12	30	11	27	- 3
	Time and one-half followed by a higher rate	7	17	8	20	+ 3
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision for overtime after weekly hours	10	66	10	66	0
	Time and one-half	0	0	1	7	+ 7
	Time and one-half followed by a higher rate	2	13	1	7	- 6
	Double time	3	21	2	13	- 8
	Other	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision for overtime after weekly hours	2	22	5	56	+34
	Time and one-half	6	67	3	33	-34
	Time and one-half followed by a higher rate	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision for overtime after weekly hours	5	45	4	36	- 9
	Time and one-half	6	55	7	64	+ 9
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 26 - OVERTIME COMPENSATION AFTER WEEKLY HOURS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision for overtime after weekly hours	8	80	9	90	+10
	Time and one-half	2	20	1	10	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision for overtime after weekly hours	6	86	5	72	-14
	Time and one-half followed by a higher rate	0	0	1	14	+14
	Double time	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 27 - OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY

(NOT NORMALLY WORKED)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	39	39	32	32	- 7
	Straight time and/or equivalent time off	2	2	2	2	0
	Straight time followed by higher rate	2	2	1	1	- 1
	Time and one-half	19	19	16	16	- 3
	Time and one-half followed by higher rate	24	24	27	27	+ 3
	Double time	14	14	22	22	+ 8
	TOTAL	100	100	100	100	
MINING	No provision	2	29	1	14	-15
	Time and one-half	1	14	1	14	0
	Time and one-half followed by higher rate	4	57	5	72	+15
	TOTAL	7	100	7	100	
MFG.	No provision	13	32	13	32	0
	Straight time and/or equivalent time off	2	5	2	5	0
	Straight time followed by higher rate	1	2	1	2	0
	Time and one-half	11	27	7	17	-10
	Time and one-half followed by higher rate	13	32	16	39	+ 7
	Double time	1	2	2	5	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	3	20	2	14	- 6
	Straight time followed by higher rate	1	7	0	0	- 7
	Time and one-half followed by higher rate	5	33	2	14	-19
	Double time	6	40	11	72	+32
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	3	33	1	11	-22
	Time and one-half	3	33	3	33	0
	Time and one-half followed by higher rate	1	11	3	33	+22
	Double time	2	23	2	23	0
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 27 - OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision	8	73	8	73	0
	Time and one-half	2	18	1	9	- 9
	Time and one-half followed by higher rate	1	9	1	9	0
	Double time	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	5	50	-30
	Time and one-half	1	10	4	40	+30
	Double time	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	2	29	2	29	0
	Time and one-half	1	14	0	0	-14
	Double time	4	57	5	71	+14
	TOTAL	7	100	7	100	

TABLE 28 - OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY
(NOT NORMALLY WORKED)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	28	28	23	23	- 5
	Straight time and/or equivalent time off	1	1	1	1	0
	Time and one-half	10	10	11	11	+ 1
	Time and one-half followed by higher rate	3	3	2	2	- 1
	Double time	58	58	63	63	+ 5
	TOTAL	100	100	100	100	
MINING	No provision	1	14	1	14	0
	Time and one-half	1	14	0	0	-14
	Time and one-half followed by higher rate	1	14	1	14	0
	Double time	4	58	5	72	+14
	TOTAL	7	100	7	100	
MFG.	No provision	7	18	8	20	+ 2
	Straight time and/or equivalent time off	1	2	1	2	0
	Time and one-half	5	12	5	12	0
	Time and one-half followed by higher rate	1	2	0	0	- 2
	Double time	27	66	27	66	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	3	20	1	7	-13
	Time and one-half	0	0	1	7	+ 7
	Double time	12	80	13	86	+ 6
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	3	33	1	11	-22
	Time and one-half	2	23	3	33	+10
	Time and one-half followed by higher rate	1	11	1	11	0
	Double time	3	33	4	45	+12
	TOTAL	9	100	9	100	
TRADE	No provision	4	36	4	36	0
	Double time	7	64	7	64	0
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 28 - OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	8	80	6	60	-20
	Time and one-half	1	10	2	20	+10
	Double time	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	2	29	2	29	0
	Time and one-half	1	14	0	0	-14
	Double time	4	57	5	71	+14
	TOTAL	7	100	7	100	

TABLE 29 - RIGHT TO REFUSE OVERTIME

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	93	93	87	87	- 6
	Provision exists	7	7	13	13	+ 6
	TOTAL	100	100	100	100	
MINING	No provision	6	86	5	71	-15
	Provision exists	1	14	2	29	+15
	TOTAL	7	100	7	100	
MFG.	No provision	35	85	33	80	- 5
	Provision exists	6	15	8	20	+ 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	13	87	-13
	Provision exists	0	0	2	13	+13
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	10	91	- 9
	Provision exists	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 30 - DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	77	77	74	74	- 3
	Provision exists	23	23	26	26	+ 3
	TOTAL	100	100	100	100	
MINING	No provision	3	43	4	57	+14
	Provision exists	4	57	3	43	-14
	TOTAL	7	100	7	100	
MFG.	No provision	29	71	27	66	- 5
	Provision exists	12	29	14	34	+ 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	14	93	14	93	0
	Provision exists	1	7	1	7	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	8	89	0
	Provision exists	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	10	91	- 9
	Provision exists	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	8	80	-10
	Provision exists	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	3	43	3	43	0
	Provision exists	4	57	4	57	0
	TOTAL	7	100	7	100	

SECTION IX - PREMIUM PAY

Premium pay refers to additional pay for work on, (1) regularly scheduled Saturdays and Sundays, (2) first or second shifts, (3) hazardous, dangerous, or dirty projects, and (4) paid holidays. Premium pay provisions, for regularly scheduled work on Saturdays, were evident in 6% of the 1971 agreements, while for regularly scheduled work on Sunday it was 19%. The most common premium pay in the 1971 agreements for the second shift was a flat rate of eleven to fifteen cents per hour, and for the third shift it was a flat rate of sixteen to twenty cents per hour. The other method of providing premium pay for shift work was a percentage of regular pay and was most commonly used in the Construction Industry.

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY - TABLE 31

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY - TABLE 32

SHIFT PREMIUM (SECOND SHIFT) - TABLE 33

SHIFT PREMIUM (THIRD SHIFT) - TABLE 34

PREMIUM PAY FOR (HAZARDOUS, DANGEROUS OR DIRTY) WORK - TABLE 35

PREMIUM RATES FOR WORK ON PAID HOLIDAY - TABLE 36

TABLE 31 - PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	95	95	94	94	- 1
	Six cents per hour	1	1	1	1	0
	Two dollars per day	1	1	0	0	- 1
	Three dollars and fifty cents per day	0	0	1	1	+ 1
	12½% of regular wage	1	1	1	1	0
	Time and one-half	1	1	1	1	0
	Double time	0	0	1	1	+ 1
	One hour extra pay	1	1	1	1	0
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	39	96	39	96	0
	Six cents per hour	1	2	1	2	0
	Time and one-half	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	Double time	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	58	4	58	0
	Two dollars per day	1	14	0	0	-14
	Three dollars and fifty cents per day	0	0	1	14	+14
	12½% of regular wage	1	14	1	14	0
	One hour extra pay	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 32 - PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	86	86	81	81	- 5
	Six cents per hour	1	1	1	1	0
	Fifteen cents per hour	1	1	0	0	- 1
	Fifty cents per hour	0	0	2	2	+ 2
	Two dollars per day	1	1	0	0	- 1
	Three dollars and fifty cents per day	0	0	1	1	+ 1
	12½% of regular pay	2	2	2	2	0
	30% of regular pay	1	1	0	0	- 1
	Time and one-half	7	7	9	9	+ 2
	80% of regular pay	0	0	1	1	+ 1
	Double time	0	0	2	2	+ 2
	One hours extra pay	1	1	1	1	0
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	33	82	30	74	- 8
	Six cents per hour	1	2	1	2	0
	Fifteen cents per hour	1	2	0	0	- 2
	Fifty cents per hour	0	0	2	5	+ 5
	30% of regular pay	1	2	0	0	- 2
	Time and one-half	5	12	6	15	+ 3
	80% of regular pay	0	0	1	2	+ 2
	Double time	0	0	1	2	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	Double time	0	0	1	7	+ 7
	TOTAL	15	100	15	100	

Continued . . . .

TABLE 32 - PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRANS., ETC.	No provision	8	89	7	78	-11
	Time and one-half	0	0	1	11	+11
	12½% of regular pay	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	9	82	9	82	0
	Time and one-half	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	58	4	58	0
	Two dollars per day	1	14	0	0	-14
	Three dollars and fifty cents per day	0	0	1	14	+14
	12½% of regular pay	1	14	1	14	0
	One hours extra pay	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 33 - SHIFT PREMIUM (SECOND SHIFT)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	35	35	30	30	- 5
	3 cents to 7 cents per hour	7	7	2	2	- 5
	8 cents to 10 cents per hour	31	31	11	11	-20
	11 cents to 15 cents per hour	14	14	30	30	+16
	16 cents to 20 cents per hour	1	1	8	8	+ 7
	25 cents per hour	0	0	3	3	+ 3
	4% and 5% of regular rate	1	1	1	1	0
	10% of regular rate	1	1	0	0	- 1
	14% and 15% of regular rate	7	7	12	12	+ 5
	20% of regular rate	1	1	2	2	+ 1
	7½ hours work for 8 hours pay	1	1	0	0	- 1
	7 hours work for 8 hours pay	1	1	0	0	- 1
	Other	0	0	1	1	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	1	14	1	14	0
	3 cents to 7 cents per hour	1	14	1	14	0
	8 cents to 10 cents per hour	3	44	0	0	-44
	11 cents to 15 cents per hour	2	28	3	44	+16
	16 cents to 20 cents per hour	0	0	1	14	+14
	4% of regular rate	0	0	1	14	+14
	TOTAL	7	100	7	100	
MFG.	No provision	8	20	5	12	- 8
	3 cents to 7 cents per hour	5	12	1	2	-10
	8 cents to 10 cents per hour	23	56	9	23	-33
	11 cents to 15 cents per hour	5	12	22	54	+42
	16 cents to 20 cents per hour	0	0	2	5	+ 5
	15% of regular rate	0	0	1	2	+ 2
	20% of regular rate	0	0	1	2	+ 2
	TOTAL	41	100	41	100	

Continued . . . .

TABLE 33 - SHIFT PREMIUM (SECOND SHIFT)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
CONSTR.	No provision	4	26	3	20	- 6
	10% of regular rate	1	7	0	0	- 7
	14% and 15% of regular rate	7	46	11	73	+27
	20% of regular rate	1	7	1	7	0
	7½ hours work for 8 hours pay	1	7	0	0	- 7
	7 hours work for 8 hours pay	1	7	0	0	- 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	5	56	4	45	-11
	7 cents per hour	1	11	0	0	-11
	8 cents per hour	0	0	1	11	+11
	11 cents to 15 cents per hour	1	11	2	22	+11
	20 cents per hour	1	11	0	0	-11
	25 cents per hour	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	4	36	3	27	- 9
	10 cents per hour	1	9	0	0	- 9
	15 cents per hour	6	55	2	18	-37
	16 cents to 20 cents per hour	0	0	5	46	+46
	25 cents per hour	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	3	43	4	58	+15
	5 cents per hour	1	14	0	0	-14
	8 cents per hour	3	43	1	14	-29
	15 cents per hour	0	0	1	14	+14
	Other	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 34 - SHIFT PREMIUM (THIRD SHIFT)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	52	52	48	48	- 4
	3 cents to 10 cents per hour	8	8	4	4	- 4
	11 cents to 15 cents per hour	18	18	5	5	-13
	16 cents to 20 cents per hour	17	17	20	20	+ 3
	21 cents to 30 cents per hour	0	0	12	12	+12
	33 cents per hour	0	0	2	2	+ 2
	7% to 15% of regular rate	2	2	5	5	+ 3
	16% to 25% of regular rate	2	2	3	3	+ 1
	7 hours work for 8 hours pay	1	1	0	0	- 1
	Other	0	0	1	1	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	1	14	1	14	0
	5 cents per hour	1	14	0	0	-14
	11 cents to 15 cents per hour	1	14	1	14	0
	16 cents to 20 cents per hour	4	58	1	14	-44
	30 cents per hour	0	0	2	30	+30
	33 cents per hour	0	0	1	14	+14
	7% of regular rate	0	0	1	14	+14
	TOTAL	7	100	7	100	
MFG.	No provision	13	32	13	32	0
	3 cents to 10 cents per hour	7	17	3	7	-10
	11 cents to 15 cents per hour	14	34	3	7	-27
	16 cents to 20 cents per hour	7	17	16	39	+22
	21 cents to 30 cents per hour	0	0	5	13	+13
	20% of regular rate	0	0	1	2	+ 2
	TOTAL	41	100	41	100	

TABLE 34 - SHIFT PREMIUM (THIRD SHIFT)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
CONSTR.	No provision	10	66	9	60	- 6
	10% of regular rate	1	7	0	0	- 7
	14% and 15% of regular rate	1	7	4	26	+19
	20% of regular rate	2	13	1	7	- 6
	25% of regular rate	0	0	1	7	+ 7
	7 hours work for 8 hours pay	1	7	0	0	- 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	5	56	4	45	-11
	15 cents per hour	1	11	0	0	-11
	16 cents to 20 cents per hour	3	33	1	11	-22
	22 cents per hour	0	0	2	22	+22
	25 cents per hour	0	0	2	22	+22
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	8	73	0
	15 cents per hour	2	18	0	0	-18
	16 cents to 20 cents per hour	1	9	1	9	+ 9
	28 cents per hour	0	0	1	9	+ 9
	33 cents per hour	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	71	3	44	-27
	5 cents per hour	0	0	1	14	+14
	15 cents per hour	0	0	1	14	+14
	16 cents per hour	2	29	0	0	-29
	17 cents per hour	0	0	1	14	+14
	Other	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 35 - PREMIUM PAY FOR (HAZARDOUS, DANGEROUS OR DIRTY) WORK

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	91	91	84	84	- 7
	Provision exists	9	9	16	16	+ 7
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	Provision exists	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	40	98	38	93	- 5
	Provision exists	1	2	3	7	+ 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	11	73	7	47	-26
	Provision exists	4	27	8	53	+26
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Provision exists	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	10	91	- 9
	Provision exists	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	71	6	86	+15
	Provision exists	2	29	1	14	-15
	TOTAL	7	100	7	100	

F2

TABLE 36 - PREMIUM RATES FOR WORK ON PAID HOLIDAY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	12	12	12	12	0
	Straight time in addition to holiday pay	1	1	0	0	- 1
	Straight time followed by higher rate in addition to holiday pay	4	4	1	1	- 3
	Time and one-half in addition to holiday pay	38	38	32	32	- 6
	Time and one-half followed by higher rate plus holiday pay	14	14	16	16	+ 2
	Double time in addition to holiday pay	27	27	36	36	+ 9
	Other	4	4	3	3	- 1
	TOTAL	100	100	100	100	
MINING	Time and one-half in addition to holiday pay	3	43	1	14	-29
	Time and one-half followed by higher rate plus holiday pay	4	57	4	57	0
	Double time in addition to holiday pay	0	0	2	29	+29
	TOTAL	7	100	7	100	
MFG.	No provision	1	2	1	2	0
	Time and one-half in addition to holiday pay	21	51	17	42	- 9
	Time and one-half followed by higher rate plus holiday pay	7	17	7	17	0
	Double time in addition to holiday pay	8	20	13	32	+12
	Other	4	10	3	7	- 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	2	13	2	13	0
	Time and one-half followed by higher rate plus holiday pay	1	7	1	7	0
	Double time in addition to holiday pay	12	80	12	80	0
	TOTAL	15	100	15	100	
TRANS., ETC.	Straight time in addition to holiday pay	1	11	0	0	-11
	Straight time followed by higher rate in addition to holiday pay	1	11	0	0	-11
	Time and one-half in addition to holiday pay	5	56	6	67	+11
	Time and one-half followed by higher rate plus holiday pay	1	11	1	11	0
	Double time in addition to holiday pay	1	11	2	22	+11
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 36 - PREMIUM RATES FOR WORK ON PAID HOLIDAY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision	2	18	2	18	0
	Time and one-half in addition to holiday pay	6	55	5	46	- 9
	Time and one-half followed by higher rate plus holiday pay	0	0	1	9	+ 9
	Double time in addition to holiday pay	3	27	3	27	0
	TOTAL	11	100	11	100	
SERVICE	No provision	5	50	5	50	0
	Straight time followed by higher rate in addition to holiday pay	1	10	1	10	0
	Time and one-half in addition to holiday pay	2	20	2	20	0
	Double time in addition to holiday pay	2	20	2	20	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	2	29	2	29	0
	Straight time followed by higher rate in addition to holiday pay	2	29	0	0	-29
	Time and one-half in addition to holiday pay	1	14	1	14	0
	Time and one-half followed by higher rate plus holiday pay	1	14	2	29	+15
	Double time in addition to holiday pay	1	14	2	29	+15
	TOTAL	7	100	7	100	

SECTION X - PAID HOLIDAYS

NUMBER OF PAID HOLIDAYS - TABLE 37

At least seven paid statutory holidays were provided for by 97% of the 1971 agreements. However it should be noted that in Alberta the Board of Industrial Relations Order provides for seven general holidays with pay per year, (except in the construction industry)* if the employee meets certain required conditions. The most common number of paid holidays provided for in the 1971 agreements (54%) was ten. The change is reflected by the fact that there was a 24% decrease in the number of 1971 agreements providing for nine paid holidays whereas there was a 31% increase in the number of 1971 agreements providing for 10 paid holidays. The general change took place in all industrial divisions. In addition, 7% of the 1971 agreements provided for at least eleven paid holidays whereas only 2% of the 1967 agreements did so; indicating the possibility of a trend in this direction.

* 2.8% of the regular annual salary (excluding overtime) in lieu of the seven general holidays

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE) - TABLE 38

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS) - TABLE 39

PROVISION CONCERNING PAID HOLIDAY FALLING ON A SATURDAY (NOT NORMALLY WORKED) - TABLE 40

PROVISION CONCERNING PAID HOLIDAY FALLING ON A SUNDAY (NOT NORMALLY WORKED) - TABLE 41

TABLE 37 - NUMBER OF PAID HOLIDAYS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	5	5	3	3	- 2
	6 full holidays	1	1	0	0	- 1
	7 full holidays	2	2	1	1	- 1
	8 full holidays	10	10	1	1	- 9
	9 full holidays	55	55	31	31	-24
	9 full holidays plus 1 half day	0	0	1	1	+ 1
	9 full holidays plus 2 half days	1	1	1	1	0
	10 full holidays	23	23	54	54	+31
	10 full holidays plus 2 half days	0	0	1	1	+ 1
	11 full holidays	0	0	6	6	+ 6
	11 full holidays plus 1 half day	2	2	1	1	- 1
	Other	1	1	0	0	- 1
	TOTAL	100	100	100	100	
MINING	7 full holidays	1	14	0	0	-14
	8 full holidays	1	14	0	0	-14
	9 full holidays	5	72	1	14	-58
	10 full holidays	0	0	6	86	+86
	TOTAL	7	100	7	100	
MFG.	6 full holidays	1	2	0	0	- 2
	7 full holidays	1	2	1	2	0
	8 full holidays	5	12	1	2	-10
	9 full holidays	25	62	19	47	-15
	9 full holidays plus 1 half day	0	0	1	2	+ 2
	9 full holidays plus 2 half days	0	0	1	2	+ 2
	10 full holidays	9	22	14	35	+13
	11 full holidays	0	0	4	10	+10
	TOTAL	41	100	41	100	

Continued . . . .

TABLE 37 - NUMBER OF PAID HOLIDAYS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
CONSTR.	No provision	1	7	0	0	- 7
	8 full holidays	2	13	0	0	-13
	9 full holidays	11	73	6	40	-33
	10 full holidays	1	7	9	60	+53
	TOTAL	15	100	15	100	
TRANS., ETC.	8 full holidays	1	11	0	0	-11
	9 full holidays	3	33	1	11	-22
	10 full holidays	5	56	8	89	+33
	TOTAL	9	100	9	100	
TRADE	No provision	1	9	1	9	0
	8 full holidays	1	9	0	0	- 9
	9 full holidays	3	27	1	9	-18
	9 full holidays plus 2 half days	1	9	0	0	- 9
	10 full holidays	4	37	7	64	+27
	10 full holidays plus 2 half days	0	0	1	9	+ 9
	11 full holidays	0	0	1	9	+ 9
	11 full holidays plus 1 half day	1	9	0	0	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision	3	30	2	20	-10
	9 full holidays	2	20	1	10	-10
	10 full holidays	4	40	5	50	+10
	11 full holidays	0	0	1	10	+10
	11 full holidays plus 1 half day	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	9 full holidays	6	86	2	29	-57
	10 full holidays	0	0	5	71	+71
	Other	1	14	0	0	-14
	TOTAL	7	100	7	100	

TABLE 38 - ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	54	54	50	50	- 4
	One month or less	26	26	31	31	+ 5
	Two months	4	4	4	4	0
	Three months	4	4	6	6	+ 2
	Four months	1	1	1	1	0
	Five months	2	2	1	1	- 1
	Six months	1	1	1	1	0
	More than six months	3	3	2	2	- 1
	Other	5	5	4	4	- 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	More than six months	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	14	34	14	34	0
	One month or less	14	34	16	39	+ 5
	Two months	4	11	4	11	0
	Three months	2	5	2	5	0
	Four months	1	2	1	2	0
	Five months	2	5	1	2	- 3
	Six months	1	2	1	2	0
	More than six months	1	2	0	0	- 2
	Other	2	5	2	5	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	Three months	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	5	56	3	33	-23
	One month or less	4	44	6	67	+23
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 38 - ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision	5	46	5	46	0
	One month or less	2	18	1	9	- 9
	Three months	2	18	3	27	+ 9
	Other	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	7	70	6	60	-10
	One month or less	3	30	4	40	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	2	29	2	29	0
	One month or less	3	43	4	57	+14
	More than six months	1	14	1	14	0
	Other	1	14	0	0	-14
	TOTAL	7	100	7	100	

TABLE 39 - ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	36	36	30	30	- 6
	Employee must have worked the next scheduled day after.	1	1	0	0	- 1
	Employee must have worked both the last working day before and the next working day after.	51	51	60	60	+ 9
	Employee must have worked either the last working day before or the next working day after.	2	2	0	0	- 2
	Employee must have worked a specified period during the week, pay period, etc., prior to the holiday or in which the holiday falls.	4	4	4	4	0
	Other	6	6	6	6	0
	TOTAL	100	100	100	100	
MINING	No provision	3	43	3	43	0
	Employee must have worked both the last working day before and the next working day after.	4	57	4	57	0
	TOTAL	7	100	7	100	
MFG.	No provision	5	12	3	7	- 5
	Employee must have worked the next scheduled day after.	1	2	0	0	- 2
	Employee must have worked both the last working day before and the next working day after.	25	62	30	74	+12
	Employee must have worked either the last working day before or the next working day after.	2	5	0	0	- 5
	Employee must have worked a specified period during the week, pay period, etc., prior to the holiday or in which the holiday falls.	3	7	3	7	0
	Other	5	12	5	12	0
	TOTAL	41	100	41	100	

Continued . . . .

TABLE 39 - ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
CONSTR.	No provision	14	93	14	93	0
	Employee must have worked both the last working day before and the next working day after.	1	7	1	7	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	2	22	1	11	-11
	Employee must have worked both the last working day before and the next working day after.	6	67	7	78	+11
	Employee must have worked a specified period during the week, pay period, etc., prior to the holiday or in which the holiday falls.	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	1	9	0	0	- 9
	Employee must have worked both the last working day before and the next working day after.	10	91	11	100	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	7	70	6	60	-10
	Employee must have worked both the last working day before and the next working day after.	2	20	3	30	+10
	Other	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	57	3	43	-14
	Employee must have worked both the last working day before and the next working day after.	3	43	4	57	+14
	TOTAL	7	100	7	100	

TABLE 40 - PROVISION CONCERNING PAID HOLIDAY FALLING ON SATURDAY (NOT NORMALLY WORKED)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	66	66	53	53	-13
	Working day off with pay	26	26	38	38	+12
	Extra day's pay	4	4	2	2	- 2
	Working day off or extra day's pay	4	4	7	7	+ 3
	TOTAL	100	100	100	100	
MINING	No provision	4	57	4	57	0
	Working day off with pay	2	29	2	29	0
	Extra day's pay	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	28	68	23	56	-12
	Working day off with pay	10	25	15	37	+12
	Working day off or extra day's pay	3	7	3	7	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	13	87	8	53	-34
	Working day off with pay	2	13	7	47	+34
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	4	44	3	33	-11
	Working day off with pay	4	44	5	55	+11
	Extra day's pay	1	12	1	12	0
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	6	55	-18
	Working day off with pay	3	27	3	27	0
	Working day off or extra day's pay	0	0	2	18	+18
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	8	80	-10
	Working day off with pay	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	0	0	1	14	+14
	Working day off with pay	4	57	4	57	0
	Extra day's pay	2	29	0	0	-29
	Working day off or extra day's pay	1	14	2	29	+15
	TOTAL	7	100	7	100	

TABLE 41 - PROVISION CONCERNING PAID HOLIDAY FALLING ON SUNDAY (NOT NORMALLY WORKED)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	54	54	40	40	-14
	Working day off with pay	38	38	52	52	+14
	Extra day's pay	4	4	3	3	- 1
	Working day off or extra day's pay.	3	3	5	5	+ 2
	Other	1	1	0	0	- 1
	TOTAL	100	100	100	100	
MINING	No provision	4	57	3	43	-14
	Working day off with pay	2	29	3	43	+14
	Extra day's pay	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	21	52	19	47	- 5
	Working day off with pay	17	42	19	47	+ 5
	Working day off or extra day's pay	3	6	3	6	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	9	60	3	20	-40
	Working day off with pay	6	40	12	80	+40
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	4	44	3	33	-11
	Working day off with pay	4	44	5	55	+11
	Extra day's pay	1	12	1	12	0
	TOTAL	9	100	9	100	
TRADE	No provision	7	64	3	27	-37
	Working day off with pay	3	27	7	64	+37
	Working day off or extra day's pay	0	0	1	9	+ 9
	Other	1	9	0	0	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	8	80	-10
	Working day off with pay	1	10	2	20	+10
	TOTAL	10	100	10	100	

Continued . . . .

TABLE 41 - PROVISION CONCERNING PAID HOLIDAY FALLING ON SUNDAY (NOT NORMALLY WORKED)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
PUBLIC ADMIN.	No provision	0	0	1	14	+14
	Working day off with pay	5	71	4	58	-13
	Extra day's pay	2	29	1	14	-15
	Working day off or extra day's pay	0	0	1	14	+14
	TOTAL	7	100	7	100	

SECTION XI - PAID VACATION

Most agreements provide for paid annual vacations or pay in lieu of vacation. In the few cases where no provision was made, the employee had recourse to provincial legislation which assured them of at least two weeks vacation with pay after one year's service or payment in lieu thereof at the rate of 4% of his regular earnings.

PAID VACATION - ELECTION - TALBE 42

The employee's right to select his vacation period was provided for in 43% of the 1971 agreements. This provision often stated that the selection of the vacation period by the employee was subject to seniority rating and/or the approval of management with continued efficient operation of the department or plant a prime consideration. Provision was made for the possibility of a plant shutdown for vacation purposes, in 10% of the 1971 agreements.

PAID VACATION - TWO WEEKS - TABLE 43

PAID VACATION - THREE WEEKS - TABLE 44

PAID VACATION - FOUR WEEKS - TABLE 45

PAID VACATION - FIVE WEEKS - TABLE 46

PAID VACATION - SIX WEEKS - TABLE 47

CARRY-OVER ON VACATION - TABLE 48

EXTENDED VACATION IF TAKEN AT CERTAIN TIME(S) OF THE YEAR - TABLE 49

EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE - TABLE 50

PRE-RETIREMENT VACATION - TABLE 51

VACATION BONUS - SPECIAL PAYMENTS - TABLE 52

TABLE 42 - PAID VACATION - ELECTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	56	56	44	44	-12
	Shutdown of plant during vacation period.	0	0	1	1	+ 1
	Any provision conferring the right for the employee to select his vacation period.	33	33	43	43	+10
	Combination of plant shutdowns and provision for selection.	9	9	9	9	0
	Other	2	2	3	3	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	2	28	2	28	0
	Shutdown of plant during vacation period.	0	0	1	14	+14
	Any provision conferring the right for the employee to select his vacation period.	3	44	3	44	0
	Combination of plant shutdowns and provision for selection.	2	28	1	14	-14
	TOTAL	7	100	7	100	
MFG.	No provision	18	44	13	32	-12
	Any provision conferring the right for the employee to select his vacation period.	14	34	17	41	+ 7
	Combination of plant shutdowns and provision for selection.	7	17	8	20	+ 3
	Other	2	5	3	7	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	Any provision conferring the right for the employee to select his vacation period.	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	2	22	0	0	-22
	Any provision conferring the right for the employee to select his vacation.	7	78	9	100	+22
	TOTAL	9	100	9	100	
TRADE	No provision	7	64	2	18	-46
	Any provision conferring the right for the employee to select his vacation.	4	36	9	82	+46
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 42 - PAID VACATION - ELECTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	6	60	7	70	+10
	Any provision conferring the right for the employee to select his vacation period.	4	40	3	30	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	6	86	0
	Any provision conferring the right for the employee to select his vacation period.	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 43 - PAID VACATION - TWO WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision for two weeks paid vacation.	16	16	16	16	0
	Less than one years service to qualify.	5	5	6	6	+ 1
	One year	79	79	78	78	- 1
	TOTAL	100	100	100	100	
MINING	Less than one years service to qualify.	1	14	1	14	0
	One year	6	86	6	86	0
	TOTAL	7	100	7	100	
MFG.	No provision for two weeks paid vacation.	2	5	2	5	0
	Less than one years service to qualify.	1	2	1	2	0
	One year	38	93	38	93	0
	TOTAL	41	100	41	100	
CONSTR.	No provision for two weeks paid vacation.	9	60	11	73	+13
	One year	6	40	4	27	-13
	TOTAL	15	100	15	100	
TRANS., ETC.	Less than one years service to qualify.	2	22	2	22	0
	One year	7	78	7	78	0
	TOTAL	9	100	9	100	
TRADE	One year	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision for two weeks paid vacation.	3	30	2	20	-10
	Less than one years service to qualify.	1	10	1	10	0
	One year	6	60	7	70	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision for two weeks paid vaction.	2	28	1	14	-14
	Less than one years service to qualify.	0	0	1	14	+14
	One year	5	72	5	72	0
	TOTAL	7	100	7	100	

TABLE 44 - PAID VACATION - THREE WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision for three weeks paid vacation.	26	26	19	19	- 7
	Less than one years service to qualify.	0	0	1	1	+ 1
	One year to four years service	6	6	13	13	+ 7
	Five years service	33	33	39	39	+ 6
	Six years to nine years service	12	12	22	22	+10
	Ten years service	14	14	5	5	- 9
	Eleven years to fifteen years	9	9	1	1	- 8
	TOTAL	100	100	100	100	
MINING	No provision for three weeks paid vacation.	1	14	1	14	0
	Five years service	5	72	5	72	0
	Nine years service	0	0	1	14	+14
	Fifteen years service	1	14	0	0	-14
	TOTAL	7	100	7	100	
MFG.	No provision for three weeks paid vacation.	6	14	2	5	- 9
	Less than one years service to qualify.	0	0	1	2	+ 2
	Three years service	1	2	3	7	+ 5
	Five years service	8	20	17	42	+22
	Six years to nine years service	9	22	15	37	+15
	Ten years service	13	32	3	7	-25
	Eleven years to fifteen years	4	10	0	0	-10
	TOTAL	41	100	41	100	
CONSTR.	No provision for three weeks paid vacation.	15	100	13	87	-13
	One year service	0	0	2	13	+13
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision for three weeks paid vacation.	1	11	0	0	-11
	One year service	2	22	2	22	0
	Five years service	3	34	3	34	0
	Six to nine years service	1	11	2	22	+11
	Ten years service	1	11	2	22	+11
	Eleven years to fifteen years	1	11	0	0	-11
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 44 - PAID VACATION - THREE WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	Five years service to qualify	7	64	8	73	+ 9
	Six years to nine years service	2	18	2	18	0
	Eleven years to fifteen years	2	18	1	9	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision for three weeks paid vacation.	3	30	3	30	0
	One year to four years service	1	10	4	40	+30
	Five years service	5	50	2	20	-30
	Eight years service	0	0	1	10	+10
	Eleven years to fifteen years	1	10	0	0	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	One years service to qualify	2	29	2	29	0
	Five years service	5	71	4	57	-14
	Six years service	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 45 - PAID VACATION - FOUR WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision for four weeks paid vacation	55	55	37	37	-18
	One year to four years service to qualify	2	2	1	1	- 1
	Ten years to fourteen years	5	5	13	13	+ 8
	Fifteen years	16	16	31	31	+15
	Sixteen years to twenty years	15	15	15	15	0
	Twenty-two years to twenty-eight years	7	7	3	3	- 4
	TOTAL	100	100	100	100	
MINING	No provision for four weeks paid vacation	4	57	3	43	-14
	Fifteen years service to qualify	3	43	4	57	+14
	TOTAL	7	100	7	100	
MFG.	No provision for four weeks paid vacation	24	59	12	29	-30
	Ten years to fourteen years service to qualify	4	10	7	17	+ 7
	Fifteen years	0	0	11	27	+27
	Sixteen years to twenty years	10	24	9	22	- 2
	Twenty-two years to twenty-five years	3	7	2	5	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision for four weeks paid vacation	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision for four weeks paid vacation	4	45	1	11	-34
	Fifteen years service to qualify	1	11	5	56	+45
	Seventeen years to twenty years	2	22	3	33	+11
	Twenty-five years	2	22	0	0	-22
	TOTAL	9	100	9	100	
TRADE	No provision for four weeks paid vacation	3	27	2	19	- 8
	Ten to twelve years service to qualify	0	0	3	27	+27
	Fifteen years	5	45	4	36	- 9
	Seventeen years to twenty years	2	19	1	9	-10
	Twenty-five years to twenty-eight years	1	9	1	9	0
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 45 - PAID VACATION - FOUR WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision for four weeks paid vacation	5	50	4	40	-10
	One year to twelve years service to qualify	2	20	1	10	-10
	Twelve years	1	10	3	30	+20
	Fifteen years	1	10	1	10	0
	Twenty years	0	0	1	10	+10
	Twenty-five years	1	10	0	0	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	Fifteen years service to qualify	6	86	6	86	0
	Sixteen years	0	0	1	14	+14
	Twenty years	1	14	0	0	-14
	TOTAL	7	100	7	100	

TABLE 46 - PAID VACATION - FIVE WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision for five weeks paid vacation	85	85	67	67	-18
	Five years service to qualify	0	0	1	1	+ 1
	Eleven years	0	0	1	1	+ 1
	Sixteen years	1	1	1	1	0
	Twenty years	2	2	13	13	+11
	Twenty-two years	0	0	1	1	+ 1
	Twenty-five years	8	8	14	14	+ 6
	Twenty-eight years	1	1	0	0	- 1
	Thirty years	3	3	2	2	- 1
	TOTAL	100	100	100	100	
MINING	No provision for five weeks paid vacation	4	57	3	43	-14
	Twenty-five years service to qualify	2	29	4	57	+28
	Twenty-eight years	1	14	0	0	-14
	TOTAL	7	100	7	100	
MFG.	No provision for five weeks paid vacation	33	81	28	69	-12
	Eleven years service to qualify	0	0	1	2	+ 2
	Twenty years	1	2	3	7	+ 5
	Twenty-five years	4	10	8	20	+10
	Thirty years	3	7	1	2	- 5
	TOTAL	41	100	41	100	
CONSTR.	No provision for five weeks paid vacation	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision for five weeks paid vacation	9	100	6	67	-33
	Twenty years service to qualify	0	0	1	11	+11
	Twenty-five years	0	0	1	11	+11
	Thirty years	0	0	1	11	+11
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 46 - PAID VACATION - FIVE WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision for five weeks paid vacation	8	73	5	45	-28
	Twenty years service to qualify	1	9	5	45	+36
	Twenty-five years	2	18	1	9	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision for five weeks paid vacation	9	90	8	80	-10
	Five years service to qualify	0	0	1	10	+10
	Sixteen years	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision for five weeks paid vacation	7	100	2	29	-71
	Twenty years service to qualify	0	0	4	57	+57
	Twenty-two years	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 47 - PAID VACATION - SIX WEEKS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision for six weeks paid vacation	100	100	98	98	- 2
	Twenty-five years service to qualify	0	0	2	2	+ 2
	TOTAL	100	100	100	100	
MINING	No provision for six weeks paid vacation	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision for six weeks paid vacation	41	100	41	100	0
	TOTAL	41	100	41	100	
CONSTR.	No provision for six weeks paid vacation	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision for six weeks paid vacation	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision for six weeks paid vacation	11	100	9	82	-18
	Twenty-five years service to qualify	0	0	2	18	+18
	TOTAL	11	100	11	100	
SERVICE	No provision for six weeks paid vacation	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision for six weeks paid vacation	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 48 - CARRY-OVER OF VACATION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	94	94	94	94	0
	With limit	6	6	6	6	0
	TOTAL	100	100	100	100	
MINING	No provision	5	71	6	86	+15
	With limit	2	29	1	14	-15
	TOTAL	7	100	7	100	
MFG.	No provision	41	100	41	100	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	8	89	0
	With limit	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	7	70	7	70	0
	With limit	3	30	3	30	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	6	86	-14
	With limit	0	0	1	14	+14
	TOTAL	7	100	7	100	

* This provision allows for the accumulation of vacation time from one period to another, usually with forfeiture if not taken within a certain prescribed period.

TABLE 49 - EXTENDED VACATION IF TAKEN AT CERTAIN TIME(S) OF THE YEAR

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	98	98	99	99	+ 1
	Provision exists	2	2	1	1	- 1
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	41	100	41	100	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	8	89	0
	Provision exists	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	11	100	+ 9
	Provision exists	1	9	0	0	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 50 - EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	100	100	98	98	- 2
	Provision exists	0	0	2	2	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	41	100	40	98	- 2
	Provision exists	0	0	1	2	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	10	91	- 9
	Provision exists	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 51 - PRE-RETIREMENT VACATION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	100	100	99	99	- 1
	Provision exists	0	0	1	1	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	41	100	40	98	- 2
	Provision exists	0	0	1	2	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 52 - VACATION BONUS - SPECIAL PAYMENTS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	95	95	94	94	- 1
	Provision vacation bonus	5	5	6	6	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	37	90	35	85	- 5
	Provision vacation bonus	4	10	6	15	+ 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	11	100	+ 9
	Provision vacation bonus	1	9	0	0	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

SECTION XII - LEAVE OF ABSENCE

PAID LEAVE OF ABSENCE - DEATH IN FAMILY - TABLE 53

PAID LEAVE OF ABSENCE - DEATH OF IN-LAWS - TABLE 54

PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS - TABLE 55

PAID LEAVE OF ABSENCE - EDUCATION - TABLE 56

LEAVE OF ABSENCE - UNION BUSINESS - TABLE 57

TABLE 53 - PAID LEAVE OF ABSENCE - DEATH IN FAMILY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	57	57	46	46	-11
	One day	3	3	3	3	0
	Two days	2	2	2	2	0
	Three days	27	27	33	33	+ 6
	Four days	5	5	5	5	0
	Five days	2	2	6	6	+ 4
	Other	4	4	5	5	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	4	57	3	43	-14
	Three days	2	29	3	43	+14
	Other	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	19	47	10	25	-22
	One day	1	2	3	7	+ 5
	Two days	1	2	2	5	+ 3
	Three days	18	45	22	54	+ 9
	Four days	1	2	1	2	0
	Five days	1	2	2	5	+ 3
	Other	0	0	1	2	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	6	67	6	67	0
	Three days	2	22	2	22	0
	Four days	1	11	1	11	0
	TOTAL	9	100	9	100	

TABLE 53 - PAID LEAVE OF ABSENCE - DEATH IN FAMILY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision	7	64	7	64	0
	Two days	1	9	0	0	- 9
	Three days	1	9	2	18	+ 9
	Other	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	4	40	3	30	-10
	One day	2	20	0	0	-20
	Three days	2	20	1	10	-10
	Four days	0	0	1	10	+10
	Five days	1	10	4	40	+30
	Other	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	2	29	2	29	0
	Three days	2	29	3	42	+13
	Four days	3	42	2	29	-13
	TOTAL	7	100	7	100	

* Includes husband, wife, son or daughter, brother, sister, mother or father and mother-in-law or father-in-law.

TABLE 54 - PAID LEAVE OF ABSENCE - DEATH OF IN-LAWS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	89	89	84	84	- 5
	One day	3	3	6	6	+ 3
	Two days	1	1	2	2	+ 1
	Three days	1	1	1	1	0
	Other	6	6	7	7	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	7	100	6	86	-14
	One day	0	0	1	14	+14
	TOTAL	7	100	7	100	
MFG.	No provision	34	84	31	76	- 8
	One day	3	7	5	12	+ 5
	Two days	1	2	2	5	+ 3
	Three days	1	2	1	2	0
	Other	2	5	2	5	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	8	89	0
	Other	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Other	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	71	4	57	-14
	Other	2	29	3	43	+14
	TOTAL	7	100	7	100	

TABLE 55 - PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	73	73	65	65	- 8
	Provision exists	27	27	35	35	+ 8
	TOTAL	100	100	100	100	
MINING	No provision	5	71	4	57	-14
	Provision exists	2	29	3	43	+14
	TOTAL	7	100	7	100	
MFG.	No provision	28	68	25	61	- 7
	Provision exists	13	32	16	39	+ 7
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	6	67	6	67	0
	Provision exists	3	33	3	33	0
	TOTAL	9	100	9	100	
TRADE	No provision	7	64	6	55	- 9
	Provision exists	4	36	5	45	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	8	80	0
	Provision exists	2	20	2	20	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	57	1	86	-29
	Provision exists	3	43	6	14	+29
	TOTAL	7	100	7	100	

* Often provides for regular pay less any jury fees received for such service.

TABLE 56 - PAID LEAVE OF ABSENCE - EDUCATION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	98	98	97	97	- 1
	Provision exists	2	2	3	3	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	41	100	41	100	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	7	70	-10
	Provision exists	2	20	3	30	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

Note - The two agreements in the service industry between school boards and the A.T.A. provided for sabbatical leave with partial payment leave with partial payment of salary.

TABLE 57 - LEAVE OF ABSENCE - UNION BUSINESS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	44	44	41	41	- 3
	Provision for unpaid leave of absence.	36	36	38	38	+ 1
	Provision for leave of absence, but no mention if paid or not.	20	20	21	21	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	3	43	3	43	0
	Provision for unpaid leave of absence.	4	57	4	57	0
	TOTAL	7	100	7	100	
MFG.	No provision	12	29	10	24	- 5
	Provision for unpaid leave of absence.	17	42	18	44	+ 2
	Provision for leave of absence, but no mention if paid or not.	12	29	13	32	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	2	22	2	22	0
	Provision for unpaid leave of absence.	6	67	6	67	0
	Provision for leave of absence, but no mention if paid or not.	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	6	55	6	55	0
	Provision for unpaid leave of absence.	5	45	5	45	0
	TOTAL	11	100	11	100	
SERVICE	No provision	6	60	5	50	-10
	Provision for unpaid leave of absence.	3	30	4	40	+10
	Provision for leave of absence, but no mention if paid or not.	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	Provision for unpaid leave of absence.	1	14	1	14	0
	Provision for leave of absence, but no mention if paid or not.	6	86	6	86	0
	TOTAL	7	100	7	100	

* Union business usually referred to attendance at union meetings, conferences, conventions, etc., by elected union officials as well as leave of absence (unpaid) to accept a full time union job.

SECTION XIII - PROVISIONS REGARDING WOMEN

WOMEN - EQUAL PAY - TABLE 58

WOMEN - SEPARATE SENIORITY UNIT - TABLE 59

WOMEN - MATERNITY LEAVE (SENIORITY) - TABLE 60

WOMEN - MATERNITY LEAVE: (TIME LIMITATION BEFORE AND AFTER DATE OF BIRTH) - TABLE 61

TABLE 58 - WOMEN - EQUAL PAY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	96	96	94	94	- 2
	Provision exists	4	4	6	6	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	38	93	0
	Provision exists	3	7	3	7	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	9	82	- 9
	Provision exists	1	9	2	18	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	6	86	-14
	Provision exists	0	0	1	14	+14
	TOTAL	7	100	7	100	

* Alberta legislation provides for equal pay for similar work performed by males for the same employer.

TABLE 59 - WOMEN - SEPARATE SENIORITY UNIT

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	97	97	98	98	+ 1
	Provision exists	3	3	2	2	- 1
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	39	95	+ 2
	Provision exists	3	7	2	5	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 60 - WOMEN - MATERNITY LEAVE (SENIORITY)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	92	92	84	84	- 8
	Seniority retained	5	5	9	9	+ 4
	Seniority accumulated	2	2	4	4	+ 2
	Provision for seniority but does not mention if retained or accumulated.	1	1	3	3	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	36	88	35	86	- 2
	Seniority retained	4	10	5	12	+ 2
	Seniority accumulated	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Seniority accumulated	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	8	73	-18
	Seniority retained	1	9	2	18	+ 9
	Seniority accumulated	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	7	70	-20
	Seniority retained	0	0	2	20	+20
	Provision for seniority but does not mention if retained or accumulated.	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	5	71	-29
	Provision for seniority but does not mention if retained or accumulated.	0	0	2	29	+29
	TOTAL	7	100	7	100	

TABLE 61 - WOMEN - MATERNITY LEAVE: TIME LIMITATION BEFORE AND AFTER DATE OF BIRTH

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	92	92	87	87	- 5
	Provision exists	8	8	13	13	+ 5
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	37	90	36	88	- 2
	Provision exists	4	10	5	12	+ 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Provision exists	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	7	70	6	60	-10
	Provision exists	3	30	4	40	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	5	71	-29
	Provision exists	0	0	2	29	+29
	TOTAL	7	100	7	100	

SECTION XIV - HEALTH AND WELFARE

Collective Agreements seldom provide explicit details pertaining to health and welfare plans but merely mention their existence. However the data in Tables 66 to 74 indicates that such plans were being mentioned more often, and that collective agreements spelled out in more detail the benefits to the employee and the responsibilities of the employer. Health and welfare plans generally provide to the employee some or all of the following: life insurance, accidental death and dismemberment benefits, accident and sickness benefits, paid sick leave benefits, health benefits (medical, surgical and hospitalization) and pension benefits. The employer contributed to the cost of these programs by either a flat amount or on a percentage basis, and in some cases covered the total cost.

EXPLANATORY NOTES ON HEALTH AND WELFARE

Paid sick leave plans provide for sick leave with partial or full pay to employees who are unable to work because of illness or accident. These plans usually provide for employees to be absent for a stipulated maximum period of time without loss of job or seniority. Some also provide for the accumulation of sick leave up to a certain limit. Time provided for sick leave is usually for a relatively short period, e.g., six days per year. These plans are usually not insured.

Accident and sickness benefits (weekly indemnity) along with sick leave plans, are generally for temporary illness or disability incurred off the job as opposed to workmen's compensation which provides payment to employees or their families for occupational illness, injuries, or fatality resulting in loss of wage income. Accident and sickness benefits usually provided for a specified number of weeks with a maximum specified payment per week. These benefits are usually insured.

Life insurance plans provide a lump sum payment to an employee's beneficiary in the event of death. Accidental death and dismemberment insurance is often included under life insurance plans for loss of life, limb, or sight as a result of an accident with coverage usually for both occupational and non-occupational accidents. If the plan is limited to non-occupational accidents then workmen's compensation covers occupational accidents as required by legislation.

Private pension plans are for the employees of particular firms or occupational groups and are distinct from the social security system. The cost of these plans may be born totally by the employer (non-contributory) or shared by the employer and employees (contributory). Also the plan may be underwritten and administered by some other means such as a board of trustees.

HOSPITAL PLAN (PROVINCIAL) - EMPLOYER'S CONTRIBUTION - TABLE 62

MEDICAL, SURGICAL AND/OR SUPPLEMENTARY HOSPITAL - EMPLOYER'S CONTRIBUTION - TABLE 63

LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYER'S CONTRIBUTION - TABLE 64

LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT - AMOUNT OF BENEFIT- TABLE 65

PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTIONS - TABLE 66

SICKNESS WEEKLY INDEMNITY (PERIOD OF) - TABLE 67

SICKNESS WEEKLY INDEMNITY (AMOUNT OF) - TABLE 68

PAID SICK LEAVE (NUMBER OF DAYS YEARLY) - TABLE 69

ACCUMULATION OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYEMENT - TABLE 70

TABLE 62 - HOSPITAL PLAN (PROVINCIAL) - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	61	61	38	38	-23
	100%	2	2	4	4	+ 2
	75% or more but less than 100%	0	0	1	1	+ 1
	67% or more but less than 75%	0	0	3	3	+ 3
	51% or more but less than 67%	1	1	2	2	+ 1
	50% or less	13	13	18	18	+ 5
	Flat amount	9	9	19	19	+10
	Welfare plan mentioned, but no details given.	13	13	15	15	+ 2
	Other	1	1	0	0	- 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	4	58	-28
	75% or more but less than 100%	0	0	1	14	+14
	Flat amount	0	0	1	14	+14
	Welfare plan mentioned, but no details given.	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	21	52	14	34	-18
	100%	1	2	2	5	+ 3
	67% or more but less than 75%	0	0	3	7	+ 7
	51% or more but less than 67%	1	2	2	5	+ 3
	50% or less	6	15	7	17	+ 2
	Flat amount	4	10	6	15	+ 5
	Welfare plan mentioned, but no details given.	7	17	7	17	0
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	10	67	2	13	-54
	Flat amount	4	26	12	80	+54
	Welfare plan mentioned, but no details given.	1	7	1	7	0
	TOTAL	15	100	15	100	

Continued . . . .

TABLE 62 - HOSPITAL PLAN (PROVINCIAL) - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRANS., ETC.	No provision	5	56	5	56	0
	50% or less	4	44	4	44	0
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	5	46	-27
	100%	0	0	1	9	+ 9
	50% or less	1	9	3	27	+18
	Welfare plan mentioned, but no details given.	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	6	60	6	60	0
	50% or less	1	10	3	30	+20
	Flat amount	1	10	0	0	-10
	Welfare plan mentioned, but no details given.	2	20	1	10	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	72	2	29	-43
	100%	1	14	1	14	0
	50% or less	1	14	1	14	0
	Welfare plan mentioned, but no details given.	0	0	3	43	+43
	TOTAL	7	100	7	100	

TABLE 63 - MEDICAL, SURGICAL AND/OR SUPPLEMENTARY HOSPITAL - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	49	49	31	31	-18
	100%	2	2	4	4	+ 2
	75% or more but less than 100%	0	0	1	1	+ 1
	67% or more but less than 75%	0	0	3	3	+ 3
	51% or more but less than 67%	1	1	2	2	+ 1
	50% or less	24	24	24	24	0
	Flat amount	9	9	20	20	+11
	Welfare plan mentioned, but no details given.	14	14	15	15	+ 1
	Other	1	1	0	0	- 1
	TOTAL	100	100	100	100	
MINING	No provision	5	71	4	58	-13
	75% or more but less than 100%	0	0	1	14	+14
	Flat amount	0	0	1	14	+14
	Welfare plan mentioned, but no details given.	2	29	1	14	-15
	TOTAL	7	100	7	100	
MFG.	No provision	19	47	12	29	-18
	100%	1	2	2	5	+ 3
	67% or more but less than 75%	0	0	3	7	+ 7
	51% or more but less than 67%	1	2	2	5	+ 3
	50% or less	8	20	9	22	+ 2
	Flat amount	5	12	7	17	+ 5
	Welfare plan mentioned, but no details given.	6	15	6	15	0
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	10	67	2	13	-54
	Flat amount	4	26	12	80	+54
	Welfare plan mentioned, but no details given.	1	7	1	7	0
	TOTAL	15	100	15	100	

Continued . . . .

TABLE 63 - MEDICAL, SURGICAL AND/OR SUPPLEMENTARY HOSPITAL - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRANS., ETC.	No provision	4	44	3	33	-11
	50% or less	5	56	6	67	+11
	TOTAL	9	100	9	100	
TRADE	No provision	5	45	4	36	- 9
	100%	0	0	1	9	+ 9
	50% or less	4	36	4	36	0
	Welfare plan mentioned, but no details given.	2	19	2	19	0
	TOTAL	11	100	11	100	
SERVICE	No provision	5	50	5	50	0
	50% or less	2	20	3	30	+10
	Welfare plan mentioned, but no details given.	3	30	2	20	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	1	14	0
	100%	1	14	1	14	0
	50% or less	5	72	2	29	-43
	Welfare plan mentioned, but no details given.	0	0	3	43	+43
	TOTAL	7	100	7	100	

TABLE 64 - LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	55	55	31	31	-24
	100%	2	2	3	3	+ 1
	67% or more but less than 75%	0	0	3	3	+ 3
	51% or more but less than 67%	1	1	2	2	+ 1
	50% or less	13	13	17	17	+ 4
	Flat amount	9	9	22	22	+13
	Welfare plan mentioned, but no details mentioned.	18	18	22	22	+ 4
	Other	2	2	0	0	- 2
	TOTAL	100	100	100	100	
MINING	No provision	4	57	3	43	-14
	50% or less	1	14	1	14	0
	Flat amount	C	0	1	14	+14
	Welfare plan mentioned, but no details mentioned.	2	29	2	29	0
	TOTAL	7	100	7	100	
MFG.	No provision	22	54	14	34	-20
	100%	2	5	2	5	0
	67% or more but less than 75%	0	0	3	7	+ 7
	51% or more but less than 67%	1	2	2	5	+ 3
	50% or less	6	15	7	17	+ 2
	Flat amount	4	10	6	15	+ 5
	Welfare plan mentioned, but no details mentioned.	5	12	7	17	+ 5
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	10	67	1	7	-60
	Flat amount	4	26	13	86	+60
	Welfare plan mentioned, but no details mentioned.	1	7	1	7	0
	TOTAL	15	100	15	100	

Continued . . . .

TABLE 64 - LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRANS., ETC.	No provision	5	55	4	44	-11
	50% or less	3	33	4	44	+11
	Flat amount	1	12	1	12	0
	TOTAL	9	100	9	100	
TRADE	No provision	4	36	2	18	-18
	100%	0	0	1	9	+ 9
	50% or less	3	28	3	28	0
	Welfare plan mentioned, but no details given.	4	36	5	45	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	4	40	4	40	0
	50% or less	0	0	2	20	+20
	Welfare plan mentioned, but no details given.	5	50	4	40	-10
	Other	1	10	0	0	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	3	43	-43
	Flat amount	0	0	1	14	+14
	Welfare plan mentioned, but no details given.	1	14	3	43	+29
	TOTAL	7	100	7	100	

TABLE 65 - LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT - AMOUNT OF BENEFIT

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	87	87	74	74	-13
	$1,001 to $2,000	2	2	1	1	- 1
	$2,001 to $3,000	2	2	0	0	- 2
	$3,001 to $4,000	1	1	2	2	+ 1
	$4,001 to $5,000	4	4	5	5	+ 1
	$5,001 to $6,000	0	0	2	2	+ 2
	$6,001 to $7,000	2	2	2	2	0
	$7,001 or more	1	1	12	12	+11
	Other	1	1	2	2	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	$1,001 to $2,000	1	14	0	0	-14
	$3,001 to $4,000	0	0	1	14	+14
	TOTAL	7	100	7	100	
MFG.	No provision	33	81	26	64	-17
	$1,001 to $2,000	0	0	1	2	+ 2
	$2,001 to $3,000	1	2	0	0	- 2
	$4,001 to $5,000	4	10	5	12	+ 2
	$5,001 to $6,000	0	0	2	5	+ 5
	$6,001 to $7,000	2	5	2	5	0
	$7,001 or more	0	0	5	12	+12
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	7	78	5	56	-22
	$2,001 to $3,000	1	11	0	0	-11
	$3,001 to $4,000	1	11	0	0	-11
	$7,001 or more	0	0	4	44	+44
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 65 - LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT - AMOUNT OF BENEFIT

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision	10	91	8	73	-18
	$7,001 or more	1	9	1	9	0
	Other	0	0	2	18	+18
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	8	80	-10
	$1,001 to $2,000	1	10	0	0	-10
	$3,001 to $4,000	0	0	1	10	+10
	$7,001 or more	0	0	1	10	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	6	86	-14
	$7,001 or more	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 66 - PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	74	74	68	68	- 6
	100%	1	1	1	1	0
	50% or less	0	0	1	1	+ 1
	Flat amount	3	3	3	3	0
	Welfare plan mentioned, but no details given.	21	21	26	26	+ 5
	Other	1	1	1	1	0
	TOTAL	100	100	100	100	
MINING	No provision	5	72	4	57	-15
	50% or less	0	0	1	14	+14
	Flat amount	1	14	0	0	-14
	Welfare plan mentioned, but no details given.	1	14	2	29	+15
	TOTAL	7	100	7	100	
MFG.	No provision	30	74	27	66	- 8
	100%	1	2	1	2	0
	Flat amount	1	2	2	5	+ 3
	Welfare plan mentioned, but no details given.	9	22	11	27	+ 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	14	93	13	86	- 7
	Flat amount	1	7	1	7	0
	Welfare plan mentioned, but no details given.	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	9	100	+11
	Welfare plan mentioned, but no details given.	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	No provision	7	64	6	55	- 9
	Welfare plan mentioned, but no details given.	3	27	4	36	+ 9
	Other	1	9	1	9	0
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 66 - PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	6	60	6	60	0
	Welfare plan mentioned but no details given.	4	40	4	40	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	57	3	43	-14
	Welfare plan mentioned but no details given.	3	43	4	57	+14
	TOTAL	7	100	7	100	

TABLE 67 - SICKNESS WEEKLY INDEMNITY (PERIOD OF)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	50	50	32	32	-18
	Up to a maximum of 4 weeks	2	2	2	2	0
	Up to a maximum of 10 weeks	1	1	0	0	- 1
	Up to a maximum of 13 weeks	1	1	4	4	+ 3
	Up to a maximum of 14 weeks	1	1	0	0	- 1
	Up to a maximum of 26 weeks	4	4	9	9	+ 5
	Up to a maximum of 39 weeks	0	0	3	3	+ 3
	96 weeks or more	2	2	3	3	+ 1
	Welfare plan mentioned but no details given.	37	37	46	46	+ 9
	Other	2	2	1	1	- 1
	TOTAL	100	100	100	100	
MINING	No provision	4	57	2	29	-28
	Welfare plan mentioned but no details given.	3	43	5	71	+28
	TOTAL	7	100	7	100	
MFG.	No provision	19	46	13	32	-14
	Up to a maximum of 4 weeks	2	5	2	5	0
	Up to a maximum of 13 weeks	0	0	2	5	+ 5
	Up to a maximum of 26 weeks	3	7	6	15	+ 8
	Up to a maximum of 39 weeks	0	0	3	7	+ 7
	96 weeks or more	2	5	3	7	+ 2
	Welfare plan mentioned but no details given.	13	32	11	27	- 5
	Other	2	5	1	2	- 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	10	67	1	7	-60
	Welfare plan mentioned but no details given.	5	33	14	93	+60
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	6	67	5	56	-11
	Up to a maximum of 13 weeks	0	0	2	22	+22
	Welfare plan mentioned but no details given.	3	33	2	22	-11
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 67 - SICKNESS WEEKLY INDEMNITY (PERIOD OF)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision	5	46	4	36	-10
	Up to a maximum of 13 weeks	1	9	0	0	- 9
	Up to a maximum of 26 weeks	1	9	2	18	+ 9
	Welfare plan mentioned but no details given.	4	36	5	46	+10
	TOTAL	11	100	11	100	
SERVICE	No provision	5	50	5	50	0
	Welfare plan mentioned but no details given.	5	50	5	50	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	2	28	+14
	Up to a maximum of 10 weeks	1	14	0	0	-14
	Up to a maximum of 14 weeks	1	14	0	0	-14
	Up to a maximum of 26 weeks	0	0	1	14	+14
	Welfare plan mentioned but no details given.	4	58	4	58	0
	TOTAL	7	100	7	100	

TABLE 68 - SICKNESS WEEKLY INDEMNITY (AMOUNT OF)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	50	50	27	27	-23
	To a maximum of $36 to $45 a wk.	2	2	0	0	- 2
	To a maximum of $46 to $55	4	4	3	3	- 1
	To a maximum of $56 to $65	1	1	6	6	+ 5
	To a maximum of $66 to $75	3	3	7	7	+ 4
	To a maximum of $76 to $85	0	0	5	5	+ 5
	To a maximum of $86 to $95	0	0	2	2	+ 2
	Welfare plan mentioned but no details given.	33	33	41	41	+ 8
	Other	7	7	9	9	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	4	57	2	29	-28
	To a maximum of $38 per week	1	14	0	0	-14
	To a maximum of $60	0	0	1	14	+14
	Welfare plan mentioned but no details given.	2	29	4	57	+28
	TOTAL	7	100	7	100	
MFG.	No provision	19	47	9	23	-24
	To a maximum of $40 per week	1	2	0	0	- 2
	To a maximum of $46 to $55	3	7	3	7	0
	To a maximum of $56 to $65	0	0	3	7	+ 7
	To a maximum of $66 to $75	2	5	6	15	+10
	To a maximum of $80	0	0	3	7	+ 7
	To a maximum of $90	0	0	1	2	+ 2
	Welfare plan mentioned but no details given.	11	27	10	24	- 3
	Other	5	12	6	15	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	10	67	1	7	-60
	Welfare plan mentioned but no details given.	5	33	14	93	+60
	TOTAL	15	100	15	100	

Continued . . . .

TABLE 68 - SICKNESS WEEKLY INDEMNITY (AMOUNT OF)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRANS., ETC.	No provision	6	67	5	56	-11
	To a maximum of $50 per week	1	11	0	0	-11
	To a maximum of $60 to $65	1	11	2	22	+11
	To a maximum of $70	0	0	1	11	+11
	To a maximum of $80	0	0	1	11	+11
	Welfare plan mentioned but no details given.	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	No provision	5	45	3	27	-18
	To a maximum of $70 per week	1	9	0	0	- 9
	To a maximum of $80	0	0	1	9	+ 9
	To a maximum of $95	0	0	1	9	+ 9
	Welfare plan mentioned but no details given.	5	45	4	37	- 8
	Other	0	0	2	18	+18
	TOTAL	11	100	11	100	
SERVICE	No provision	5	50	5	50	0
	Welfare plan mentioned but no details given.	5	50	5	50	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	2	29	+15
	Welfare plan mentioned but no details given.	4	57	4	57	0
	Other	2	29	1	14	-15
	TOTAL	7	100	7	100	

Note: Maximum amounts grouped in $10 categories to facilitate tabling.

TABLE 69 - PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No sick leave plan	73	73	73	73	0
	To a maximum of 3 to 5 days a yr.	3	3	3	3	0
	To a maximum of 6 to 10 days	7	7	6	6	- 1
	To a maximum of 11 to 15 days	3	3	4	4	+ 1
	To a maximum of 16 to 20 days	4	4	4	4	0
	To a maximum of 21 to 26 days	2	2	3	3	+ 1
	To a maximum of 50 days	1	1	0	0	- 1
	Other	7	7	7	7	0
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	To a maximum of 15 days per year	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	31	77	30	74	- 3
	To a maximum of 3 to 5 days a yr.	3	7	3	7	0
	To a maximum of 9 days	3	7	3	7	0
	To a maximum of 12 to 15 days	1	2	1	2	0
	To a maximum of 21 to 26 days	1	2	2	5	+ 3
	Other	2	5	2	5	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	7	78	7	78	0
	Other than a specific number of days per year.	2	22	2	22	0
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	8	73	0
	To a maximum of 12 days per year	1	9	1	9	0
	Other than a specific number of days per year.	2	18	2	18	0
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 69 - PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	2	20	2	20	0
	To a maximum of 6 days per year	2	20	2	20	0
	To a maximum of 18 to 20 days	4	40	4	40	0
	To a maximum of 22 days	1	10	1	10	0
	Other	10	100	10	100	
PUBLIC ADMIN.	No provision	4	57	5	72	+15
	To a maximum of 6 to 10 days a yr	2	29	1	14	-15
	To a maximum of 12 days	0	0	1	14	+14
	To a maximum of 50 days	1	14	0	0	-14
	TOTAL	7	100	7	100	

TABLE 70 - ACCUMULATION OF UNUSED SICK LEAVE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	81	81	83	83	+ 2
	To a maximum of 6 to 20 days	8	8	7	7	- 1
	To a maximum of 21 to 40 days	2	2	2	2	0
	To a maximum of 90 to 120 days	4	4	5	5	+ 1
	To a maximum of over 120 days	1	1	1	1	0
	Indefinite accumulation of unused sick leave.	1	1	0	0	- 1
	Other	3	3	2	2	- 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	To a maximum of 100 days	0	0	1	14	+14
	Indefinite accumulation of unused sick leave.	1	14	0	0	-14
	TOTAL	7	100	7	100	
MFG.	No provision	33	81	34	83	+ 2
	To a maximum of 6 to 20 days	6	15	6	15	0
	To a maximum of 39 days	1	2	1	2	0
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	8	73	0
	To a maximum of 10 to 12 days	1	9	1	9	0
	To a maximum of 39 days	1	9	1	9	0
	Other	1	9	1	9	0
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 70 - ACCUMULATION OF UNUSED SICK LEAVE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	4	40	5	50	+10
	To a maximum of 12 days	1	10	0	0	-10
	To a maximum of 90 to 120 days	4	40	4	40	0
	Over 120 days	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	6	86	0
	Other than specified number of days	1	14	1	14	0
	TOTAL	7	100	7	100	

SECTION XV - TECHNOLOGICAL CHANGE

Tables 75 to 81 provide data on various provisions related to technological change involving the installation of labour saving methods or machinery. In most cases of technological change, displacement of employees is the result, and the concern of these provisions is to reduce or eliminate adverse effects through advance notice or consultation, training or retraining, and wage or employment security. Automation is a term often used in clauses dealing with technological change and refers to the automatically controlled operation of an apparatus, process or system by mechanical or electrical devices that renders an existing job classification redundant. Although the most common of the technological change provisions was for some form of advance notice or consultation prior to the introduction of new methods, only 14% of the 1971 agreements contained this provision.

Sample clauses:

The Company will advise the Committee as soon as possible and in any case not less than sixty (60) days before the introduction thereof, of any industrial conversion which the Company has decided to introduce and will result in lay-offs or other significant changes in the employment status of employees.

If the Company anticipates that the introduction of a new technology in the form of new equipment will result in employees, whose immediate jobs are directly altered thereby, being placed in a different occupational classification due to lack of work, then, when the Company knows the changes that are expected to apply to these employees, it will arrange for an early discussion of these changes with the Union. Wherever possible, this discussion will take place three months in advance of the introduction of such new equipment. These employees will be notified by the Company of the changes which will apply to them.

ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE AND/OR UNION PRIOR TO INTRODUCTION OF NEW METHODS - TABLE 71

TRAINING OR RETRAINING (TECHNOLOGICAL CHANGE) - TABLE 72

Sample clause:

In order to insure the orderly and most advantageous introduction of new types of equipment and new processes, the parties agree to meet upon request of either party to consider and develop programmes for the retraining or rehabilitation of employees in new required skills.

RELOCATION ALLOWANCE - TABLE 73

LABOUR-MANAGEMENT COMMITTEE - TABLE 74

WAGE OR EMPLOYMENT GUARANTEES (TECHNOLOGICAL CHANGE) - TABLE 75

Sample clause:

The Company will give the senior employee having the basic qualifications the required time to learn the new, or the modified job on condition that his rate of pay will not be reduced. A senior employee having the basic qualifications will in no case be demoted nor laid off because he is not familiar with the new or modified job, unless the Company has given him prior opportunity to learn the new job and that he has refused in writing without justifiable reason.

NOTICE OF LAY-OFF IN CASE OF TECHNOLOGICAL CHANGE - TABLE 76

Sample clause:

In the case of a regular employee with one year's continuous service or more, who is laid off from the mill because of an industrial conversion, he shall be given three (3) months notice of separation.

REOPENER CLAUSE IN CASE OF TECHNOLOGICAL CHANGE - TABLE 77

Sample clause:

When and as occupations are created, not listed on the attached wage schedules, or existing occupations are modified, whether by reason of the installation of labour saving devices or by the introduction of new processes, the rates for such occupations shall be established by negotiation.

TABLE 71 - ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE AND/OR UNION PRIOR TO INTRODUCTION OF NEW METHODS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	94	94	86	86	- 8
	Provision for less than 3 months	4	4	5	5	+ 1
	Provision for 3 to 6 months	1	1	2	2	+ 1
	Other	1	1	7	7	+ 6
	TOTAL	100	100	100	100	
MINING	No provision	5	72	4	57	-15
	Provision for less than 3 months	1	14	1	14	0
	Provision for 3 to 6 months	1	14	2	29	+15
	TOTAL	7	100	7	100	
MFG.	No provision	37	91	34	83	- 8
	Provision for less than 3 months	3	7	3	7	0
	Other	1	2	4	10	+ 8
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	9	90	-10
	Provision for less than 3 months	0	0	1	10	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	4	57	-43
	Other	0	0	3	43	+43
	TOTAL	7	100	7	100	

* In most cases the "other" category was used to code clauses that did not provide a definite period for advance notice.

TABLE 72 - TRAINING OR RETRAINING (TECHNOLOGICAL CHANGE)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	97	97	86	86	-11
	Provision for training or retraining with specific reference to technological change.	3	3	14	14	+11
	TOTAL	100	100	100	100	
MINING	No provision	6	86	4	57	-29
	Provision for training or retraining with specific reference to technological change.	1	14	3	43	+29
	TOTAL	7	100	7	100	
MFG.	No provision	39	95	35	85	-10
	Provision for training or retraining with specific reference to technological change.	2	5	6	15	+10
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	7	78	-22
	Provision for training or retraining with specific reference to technological change.	0	0	2	22	+22
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	4	57	-43
	Provision for training or retraining with specific reference to technological change.	0	0	3	43	+43
	TOTAL	7	100	7	100	

TABLE 73 - RELOCATION ALLOWANCE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	100	100	99	99	- 1
	Provision exists	0	0	1	1	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	41	100	41	100	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	Provision exists	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 74 - LABOUR-MANAGEMENT COMMITTEE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	98	98	97	97	- 1
	Provision exists	2	2	3	3	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	5	71	-15
	Provision exists	1	14	2	29	+15
	TOTAL	7	100	7	100	
MFG.	No provision	40	98	40	98	0
	Provision exists	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 75 - WAGE OR EMPLOYMENT GUARANTEES (TECHNOLOGICAL CHANGE)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	96	96	88	88	- 8
	Provision exists (other than S.U.B.)	4	4	12	12	+ 8
	TOTAL	100	100	100	100	
MINING	No provision	7	100	5	71	-29
	Provision exists (other than S.U.B.)	0	0	2	29	+29
	TOTAL	7	100	7	100	
MFG.	No provision	37	90	34	83	- 7
	Provision exists (other than S.U.B.)	4	10	7	17	+ 7
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	4	57	-43
	Provision exists (other than S.U.B.)	0	0	3	43	+43
	TOTAL	7	100	7	100	

TABLE 76 - NOTICE OF LAY-OFF IN CASE OF TECHNOLOGICAL CHANGE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	97	97	92	92	- 5
	Provision for less than 3 months	2	2	4	4	+ 2
	Other	1	1	4	4	+ 3
	TOTAL	100	100	100	100	
MINING	No provision	7	100	5	72	-28
	Provision for less than 3 months	0	0	1	14	+14
	Other	0	0	1	14	+14
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	38	93	0
	Provision for less than 3 months	2	5	2	5	0
	Other	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	7	78	-22
	Provision for less than 3 months	0	0	1	11	+11
	Other	0	0	1	11	+11
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	6	86	-14
	Other	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 77 - REOPENER CLAUSE IN CASE OF TECHNOLOGICAL CHANGE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	94	94	95	95	+ 1
	Provision exists	6	6	5	5	- 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	7	100	+14
	Provision exists	1	14	0	0	-14
	TOTAL	7	100	7	100	
MFG.	No provision	36	88	36	88	0
	Provision exists	5	12	5	12	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

SECTION XVI - PAY GUARANTEES

GUARANTEED EMPLOYMENT OR EARNINGS - TABLE 78

REPORTING PAY GUARANTEE - TABLE 79

CALL-IN (BACK) PAY GUARANTEE - TABLE 80

COST OF LIVING PROVISION (ESCALATOR) - TABLE 81

WAGE INCENTIVES - TABLE 82

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER CONDITIONS - TABLE 83

TABLE 78 - GUARANTEED EMPLOYMENT OR EARNINGS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	94	94	94	94	0
	Provision exists	6	6	6	6	0
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	Provision exists	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	37	90	- 3
	Provision exists	3	7	4	10	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	8	89	0
	Provision exists	1	11	1	11	0
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	11	100	+ 9
	Provision exists	1	9	0	0	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 79 - REPORTING PAY GUARANTEE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	56	56	50	50	- 6
	One hour of work or pay	0	0	1	1	+ 1
	Two hours of work or pay	13	13	13	13	0
	Three hours of work or pay	4	4	5	5	+ 1
	Four hours of work or pay	22	22	25	25	+ 3
	Six hours of work or pay	1	1	1	1	0
	Eight hours of work or pay	2	2	4	4	+ 2
	Other	2	2	1	1	- 1
	TOTAL	100	100	100	100	
MINING	No provision	4	57	4	57	0
	Two hours of work or pay	1	14	1	14	0
	Four hours of work or pay	2	29	2	29	0
	TOTAL	7	100	7	100	
MFG.	No provision	17	42	16	39	- 3
	Two hours of work or pay	3	7	2	5	- 2
	Three hours of work or pay	3	7	3	7	0
	Four hours of work or pay	15	37	17	42	+ 5
	Eight hours of work or pay	2	5	2	5	0
	Other	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	3	20	1	7	-13
	One hour of work or pay	0	0	1	7	+ 7
	Two hours of work or pay	9	60	10	66	+ 6
	Four hours of work or pay	3	20	3	20	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	6	67	-22
	Six hours of work or pay	1	11	1	11	0
	Eight hours of work or pay	0	0	2	22	+22
	TOTAL	9	100	9	100	

Continued . . . .

TABLE 79 - REPORTING PAY GUARANTEE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
TRADE	No provision	9	82	9	82	0
	Four hours of work or pay	1	9	2	18	+ 9
	Other	1	9	0	0	- 9
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	7	70	-10
	Three hours of work or pay	1	10	2	20	+10
	Four hours of work or pay	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 80 - CALL-IN (BACK) PAY GUARANTEE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	46	46	34	34	-12
	A minimum of two hours at straight time	5	5	5	5	0
	A minimum of four hours at straight time	9	9	9	9	0
	A minimum of four hours at time and one-half	2	2	4	4	+ 2
	A minimum of two hours at double time	5	5	7	7	+ 2
	A minimum of two hours at the applicable overtime rate	3	3	4	4	+ 1
	A minimum of four hours at the applicable overtime rate	7	7	9	9	+ 2
	A minimum of 4 hours at straight time or hours worked at the applicable overtime rate, whichever is greater	8	8	8	8	0
	Other	15	15	20	20	+ 5
	TOTAL	100	100	100	100	
MINING	No provision	2	29	1	14	-15
	A minimum of four hours at the applicable overtime rate	1	14	2	29	+15
	A minimum of 4 hours at straight time or hours worked at the applicable overtime rate, whichever is greater	3	43	3	43	0
	Other	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	12	29	9	22	- 7
	A minimum of two hours at straight time	3	7	3	7	0
	A minimum of four hours at straight time	6	15	6	15	0
	A minimum of four hours at time and one-half	2	5	3	7	+ 2
	A minimum of two hours at double time	1	2	1	2	0
	A minimum of four hours at the applicable overtime rate	5	12	6	15	+ 3
	A minimum of 4 hours at straight time or hours worked at the applicable overtime rate, whichever is greater	4	10	4	10	0
	Other	8	20	9	22	+ 2
	TOTAL	41	100	41	100	

Continued . . . .

TABLE 80 - CALL-IN (BACK) PAY GUARANTEE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
CONSTR.	No provision	12	80	8	52	-28
	A minimum of four hours at straight time	1	7	1	7	0
	A minimum of two hours at double time	0	0	1	7	+ 7
	A minimum of two hours at the applicable overtime rate	0	0	1	7	+ 7
	Other	2	13	4	27	+14
	TOTAL	15	100	15	100	
TRANS.	No provision	3	34	2	22	-12
	A minimum of two hours at straight time	1	11	1	11	0
	A minimum of four hours at straight time	1	11	1	11	0
	A minimum of two hours at the applicable overtime rate	2	22	2	22	0
	Other	2	22	3	34	+12
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	8	73	0
	A minimum of two hours at straight time	1	9	1	9	0
	A minimum of four hours at the applicable overtime rate	1	9	1	9	0
	A minimum of 4 hours at straight time or hours worked at the applicable overtime rate, whichever is greater	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	5	50	-30
	A minimum of four hours at time and one-half	0	0	1	10	+10
	A minimum of two hours at double time	1	10	2	20	+10
	Other	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	1	14	1	14	0
	A minimum of four hours at straight time	1	14	1	14	0
	A minimum of two hours at double time	3	44	3	44	0
	A minimum of two hours at the applicable overtime rate	1	14	1	14	0
	Other	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 81 - COST OF LIVING PROVISION (ESCALATOR)

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	96	96	98	98	+ 2
	Provision exists	4	4	2	2	- 2
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	39	95	+ 2
	Provision exists	3	7	2	5	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	9	100	+11
	Provision exists	1	11	0	0	-11
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 82 - WAGE INCENTIVES

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	83	83	85	85	+ 2
	Provision exists	17	17	15	15	- 2
	TOTAL	100	100	100	100	
MINING	No provision	5	71	5	71	0
	Provision exists	2	29	2	29	0
	TOTAL	7	100	7	100	
MFG.	No provision	28	68	29	71	+ 3
	Provision exists	13	32	12	29	- 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	10	91	0
	Provision exists	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	10	100	+10
	Provision exists	1	10	0	0	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 83 - PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER CONDITIONS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	82	82	75	75	- 7
	Provision exists	18	18	25	25	+ 7
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	31	76	26	63	-13
	Provision exists	10	24	15	37	+13
	TOTAL	41	100	41	100	
CONSTR.	No provision	12	80	9	60	-20
	Provision exists	3	20	6	40	+20
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	6	67	6	67	0
	Provision exists	3	33	3	33	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	71	6	86	+15
	Provision exists	2	29	1	14	-15
	TOTAL	7	100	7	100	

SECTION XVII - TRAVEL ALLOWANCES

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS - TABLE 84

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK) OVERTIME OR OTHER SPECIAL CIRCUMSTANCES - TABLE 85

TABLE 84 - TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	71	71	70	70	- 1
	Provision exists	29	29	30	30	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	5	71	6	86	+15
	Provision exists	2	29	1	14	-15
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	37	90	- 3
	Provision exists	3	7	4	10	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	1	7	1	7	0
	Provision exists	14	93	14	93	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	5	56	4	44	-12
	Provision exists	4	44	5	56	+12
	TOTAL	9	100	9	100	
TRADE	No provision	9	82	9	82	0
	Provision exists	2	18	2	18	0
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	8	80	0
	Provision exists	2	20	2	20	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	71	5	71	0
	Provision exists	2	29	2	29	0
	TOTAL	7	100	7	100	

TABLE 85 - TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK), OVERTIME OR OTHER SPECIAL CIRCUMSTANCES

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	93	93	92	92	- 1
	Provision exists	7	7	8	8	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	5	71	6	86	+15
	Provision exists	2	29	1	14	-15
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	38	93	0
	Provision exists	3	7	3	7	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	14	93	12	80	-13
	Provision exists	1	7	3	20	+13
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	9	90	9	90	0
	Provision exists	1	10	1	10	0
	TOTAL	10	100	10	100	
SERVICE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

SECTION XVIII - ALLOWANCES

MEAL ALLOWANCES AND PAID MEALS - TABLE 86

PAID WASH UP TIME - TABLE 87

REST PERIOD - TABLE 88

MOVING EXPENSE - TABLE 89

TABLE 86 - MEAL ALLOWANCES AND PAID MEALS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	77	77	67	67	-10
	Provision exists	23	23	33	33	+10
	TOTAL	100	100	100	100	
MINING	No provision	3	43	4	57	+14
	Provision exists	4	57	3	43	-14
	TOTAL	7	100	7	100	
MFG.	No provision	28	68	24	59	- 9
	Provision exists	13	32	17	41	+ 9
	TOTAL	41	100	41	100	
CONSTR.	No provision	13	87	7	47	-40
	Provision exists	2	13	8	53	+40
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	7	78	5	56	-22
	Provision exists	2	22	4	44	+22
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	9	90	+10
	Provision exists	2	20	1	10	-10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

* Provides for a meal allowance or paid meal only when the employee worked a specified number of overtime hours or in case of other special circumstances.

TABLE 87 - PAID WASH-UP TIME

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	93	93	91	91	- 2
	Provision exists	7	7	9	9	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	Provision exists	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	38	93	37	90	- 3
	Provision exists	3	7	4	10	+ 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	12	80	12	80	0
	Provision exists	3	20	3	20	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	10	91	- 9
	Provision exists	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 88 - REST PERIODS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	68	68	53	53	-15
	Once a day, ten minutes	0	0	1	1	+ 1
	Once a day, fifteen minutes	0	0	1	1	+ 1
	Twice a day, twenty minutes in total	26	26	32	32	+ 6
	Twice a day, thirty minutes in total	3	3	9	9	+ 6
	Twice a day, time not stated	2	2	2	2	0
	Other	1	1	2	2	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	Twice a day, twenty minutes in total	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	24	59	17	42	-17
	Once a day, ten minutes	0	0	1	2	+ 2
	Twice a day, twenty minutes in total	14	35	18	44	+ 9
	Twice a day, thirty minutes in total	1	2	4	10	+ 8
	Twice a day, time not stated	1	2	1	2	0
	Other	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	12	80	6	40	-40
	Twice a day, twenty minutes in total	2	13	6	40	+27
	Twice a day, time not stated	1	7	1	7	0
	Other	0	0	2	13	+13
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	3	28	3	28	0
	Twice a day, twenty minutes in total	6	54	4	36	-18
	Twice a day, thirty minutes in total	2	18	4	36	+18
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 88 - REST PERIODS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	7	70	7	70	0
	Twice a day, twenty minutes in total	3	30	2	20	-10
	Twice a day, thirty minutes in total	0	0	1	10	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	5	72	-28
	Once a day, fifteen minutes	0	0	1	14	+14
	Twice a day, twenty minutes in total	0	0	1	14	+14
	TOTAL	7	100	7	100	

* Brief interruption in the work day during which the employee rests, smokes, or takes refreshments without loss of pay.

TABLE 89 - MOVING EXPENSES

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	98	98	94	94	- 4
	Provision exists	2	2	6	6	+ 4
	TOTAL	100	100	100	100	
MINING	No provision	7	100	6	86	-14
	Provision exists	0	0	1	14	+14
	TOTAL	7	100	7	100	
MFG.	No provision	41	100	41	100	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	5	56	-33
	Provision exists	1	11	4	44	+33
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Provision exists	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

F3

SECTION XIX - OTHER BENEFITS

INDUSTRIAL SAFETY - TABLE 90

CLOTHING AND UNIFORMS - TABLE 91

SAFETY EQUIPMENT - TABLE 92

TRAINING OR RETRAINING - TABLE 93

EDUCATIONAL ASSISTANCE - TABLE 94

TABLE 90 - INDUSTRIAL SAFETY

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	60	60	58	58	- 2
	Provision exists	40	40	42	42	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	1	14	2	29	+15
	Provision exists	6	86	5	71	-15
	TOTAL	7	100	7	100	
MFG.	No provision	24	59	25	61	+ 2
	Provision exists	17	41	16	39	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	8	53	7	47	- 6
	Provision exists	7	47	8	53	+ 6
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	7	78	4	44	-34
	Provision exists	2	22	5	56	+34
	TOTAL	9	100	9	100	
TRADE	No provision	6	55	6	55	0
	Provision exists	5	45	5	45	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Provision exists	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	71	5	71	0
	Provision exists	2	29	2	29	0
	TOTAL	7	100	7	100	

* Obligations imposed on employees, unions, and employees in matters of safety. Primarily designed to safeguard employees from accident and injury and to minimize potential hazards.

TABLE 91 - CLOTHING AND UNIFORMS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	67	67	60	60	- 7
	Provision exists	33	33	40	40	+ 7
	TOTAL	100	100	100	100	
MINING	No provision	4	57	3	43	-14
	Provision exists	3	43	4	57	+14
	TOTAL	7	100	7	100	
MFG.	No provision	29	71	26	63	- 8
	Provision exists	12	29	15	37	+ 8
	TOTAL	41	100	41	100	
CONSTR.	No provision	14	93	13	87	- 6
	Provision exists	1	7	2	13	+ 6
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	6	67	-22
	Provision exists	1	11	3	33	+22
	TOTAL	9	100	9	100	
TRADE	No provision	7	64	7	64	0
	Provision exists	4	36	4	36	0
	TOTAL	11	100	11	100	
SERVICE	No provision	5	50	5	50	0
	Provision exists	5	50	5	50	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	Provision exists	7	100	7	100	0
	TOTAL	7	100	7	100	

* Designates clothing or uniforms that must be worn on the job and often stipulates employer responsibility in supplying and cleaning.

TABLE 92 - SAFETY EQUIPMENT

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	83	83	73	73	-10
	Safety equipment provided at no cost to the employee.	16	16	23	23	+ 7
	Safety equipment provided at some cost to the employee.	1	1	2	2	+ 1
	Safety equipment provided and maintained at some cost to the employee.	0	0	2	2	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	5	71	4	57	-14
	Safety equipment provided at no cost to the employee.	2	29	3	43	+14
	TOTAL	7	100	7	100	
MFG.	No provision	33	80	29	71	- 9
	Safety equipment provided at no cost to the employee.	8	20	9	22	+ 2
	Safety equipment provided at some cost to the employee.	0	0	1	2	+ 2
	Safety equipment provided and maintained at some cost to the employee.	0	0	2	5	+ 5
	TOTAL	41	100	41	100	
CONSTR.	No provision	11	73	8	53	-20
	Safety equipment provided at no cost to the employee.	3	20	6	40	+20
	Safety equipment provided at some cost to the employee.	1	7	1	7	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Safety equipment provided at no cost to the employee.	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	9	82	- 9
	Safety equipment provided at no cost to the employee.	1	9	2	18	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	10	100	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	6	86	0
	Safety equipment provided at no cost to the employee.	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 93 - TRAINING OR RETRAINING

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	81	81	79	79	- 2
	Specific provision for training or retraining.	19	19	21	21	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	5	71	4	57	-14
	Specific provision for training or retraining.	2	29	3	43	+14
	TOTAL	7	100	7	100	
MFG.	No provision	34	83	30	73	-10
	Specific provision for training or retraining.	7	17	11	27	+10
	TOTAL	41	100	41	100	
CONSTR.	No provision	10	67	10	67	0
	Specific provision for training or retraining.	5	33	5	33	0
	TOTAL	15	100	15	100	
TRANS. ETC.	No provision	7	78	7	78	0
	Specific provision for training or retraining.	2	22	2	22	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	10	91	- 9
	Specific provision for training or retraining.	0	0	1	9	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Specific provision for training or retraining.	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	5	71	6	86	+15
	Specific provision for training or retraining.	2	29	1	14	-15
	TOTAL	7	100	7	100	

TABLE 94 - EDUCATIONAL ASSISTANCE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	93	93	84	84	- 9
	Provision exists	7	7	16	16	+ 9
	TOTAL	100	100	100	100	
MINING	No provision	5	71	5	71	0
	Provision exists	2	29	2	29	0
	TOTAL	7	100	7	100	
MFG.	No provision	40	98	34	83	-15
	Provision exists	1	2	7	17	+15
	TOTAL	41	100	41	100	
CONSTR.	No provision	14	93	13	87	- 6
	Provision exists	1	7	2	13	+ 6
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Provision exists	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	10	91	0
	Provision exists	1	9	1	9	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	8	80	-10
	Provision exists	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

SECTION XX - MISCELLANEOUS PROVISIONS

MOONLIGHTING - TABLE 95

CONTRACTING OUT - TABLE 96

REOPENER CLAUSE - TABLE 97

OLDER AND/OR HANDICAPPED WORKERS - TABLE 98

PART-TIME EMPLOYEES - TABLE 99

MANAGEMENT RIGHTS - TABLE 100

LABOUR - MANAGEMENT COMMITTEE - TABLE 101

TABLE 95 - MOONLIGHTING

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	85	85	83	83	- 2
	Provision exists	15	15	17	17	+ 2
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	40	98	40	98	0
	Provision exists	1	2	1	2	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	8	53	8	53	0
	Provision exists	7	47	7	47	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Provision exists	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	10	91	8	73	-18
	Provision exists	1	9	3	27	+18
	TOTAL	11	100	11	100	
SERVICE	No provision	8	80	8	80	0
	Provision exists	2	20	2	20	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	4	57	5	71	+14
	Provision exists	3	43	2	29	-14
	TOTAL	7	100	7	100	

* Refers to the simultaneous holding of more than one paid employment by an employee, e.g. a full-time job and a second supplementary job with another employer, or self-employment.

TABLE 96 - CONTRACTING OUT

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	81	81	73	73	- 8
	Provision exists	19	19	27	27	+ 8
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	Provision exists	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	31	76	26	63	-13
	Provision exists	10	24	15	37	+13
	TOTAL	41	100	41	100	
CONSTR.	No provision	7	47	5	33	-14
	Provision exists	8	53	10	67	+14
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	10	100	9	90	-10
	Provision exists	0	0	1	10	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	

TABLE 97 - REOPENER CLAUSE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	91	91	89	89	- 2
	Wage reopener	8	8	11	11	+ 3
	Both wage and working conditions reopener.	1	1	0	0	- 1
	TOTAL	100	100	100	100	
MINING	No provision	5	71	5	71	0
	Wage reopener	2	29	2	29	0
	TOTAL	7	100	7	100	
MFG.	No provision	37	90	37	90	0
	Wage reopener	3	8	4	10	+ 2
	Both wage and working conditions reopener.	1	2	0	0	- 2
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	14	93	- 7
	Wage reopener	0	0	1	7	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Wage reopener	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Wage reopener	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	6	86	0
	Wage reopener	1	14	1	14	0
	TOTAL	7	100	7	100	

TABLE 98 - OLDER AND/OR HANDICAPPED WORKERS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	91	91	90	90	- 1
	Provision exists	9	9	10	10	+ 1
	TOTAL	100	100	100	100	
MINING	No provision	6	86	6	86	0
	Provision exists	1	14	1	14	0
	TOTAL	7	100	7	100	
MFG.	No provision	37	90	38	93	+ 3
	Provision exists	4	10	3	7	- 3
	TOTAL	41	100	41	100	
CONSTR.	No provision	12	80	11	73	- 7
	Provision exists	3	20	4	27	+ 7
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	9	100	9	100	0
	TOTAL	9	100	9	100	
TRADE	No provision	11	100	11	100	0
	TOTAL	11	100	11	100	
SERVICE	No provision	9	90	9	90	0
	Provision exists	1	10	1	10	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	6	86	-14
	Provision exists	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 99 - PART-TIME EMPLOYEES

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	80	80	74	74	- 6
	Reference to ratio of part-time to full-time employees.	1	1	1	1	0
	Other reference to part-time employees.	19	19	25	25	+ 6
	TOTAL	100	100	100	100	
MINING	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	
MFG.	No provision	33	80	32	78	- 2
	Reference to ratio of part-time to full-time employees.	0	0	1	2	+ 2
	Other reference to part-time employees.	8	20	8	20	0
	TOTAL	41	100	41	100	
CONSTR.	No provision	15	100	15	100	0
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	5	56	4	44	-12
	Reference to ratio of part-time to full-time employees.	1	11	0	0	-11
	Other reference to part-time employees.	3	33	5	56	+23
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	8	73	0
	Other reference to part-time employees.	3	27	3	27	0
	TOTAL	11	100	11	100	
SERVICE	No provision	6	60	4	40	-20
	Other reference to part-time employees.	4	40	6	60	+20
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	6	86	4	57	-29
	Other reference to part-time employees.	1	14	3	43	+29
	TOTAL	7	100	7	100	

TABLE 100 - MANAGEMENT RIGHTS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	38	38	26	26	-12
	General statement of management rights	8	8	9	9	+ 1
	Enumerated list of mgmt. rights - residual rights with management	14	14	20	20	+ 6
	Enumerated list of management rights - residual rights silent	40	40	45	45	+ 5
	TOTAL	100	100	100	100	
MINING	No provision	2	29	1	14	-15
	General statement of management rights	1	14	1	14	0
	Enumerated list of mgmt. rights - residual rights with management	1	14	2	29	+15
	Enumerated list of management rights - residual rights silent	3	43	3	43	0
	TOTAL	7	100	7	100	
MFG.	No provision	11	27	9	22	- 5
	General statement of management rights	5	12	3	7	- 5
	Enumerated list of mgmt. rights - residual rights with management	5	12	6	15	+ 3
	Enumerated list of management rights - residual rights silent	20	49	23	56	+ 7
	TOTAL	41	100	41	100	
CONSTR.	No provision	5	34	2	13	-21
	General statement of management rights	2	13	2	13	0
	Enumerated list of mgmt. rights - residual rights with management	0	0	5	34	+34
	Enumerated list of management rights - residual rights silent	8	53	6	40	-13
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	3	33	1	11	-22
	Enumerated list of mgmt. rights - residual rights with management	1	11	0	0	-11
	Enumerated list of management rights - residual rights silent	5	56	8	89	+33
	TOTAL	9	100	9	100	
TRADE	No provision	2	18	1	9	- 9
	Enumerated list of mgmt. rights - residual rights with management	6	55	7	64	+ 9
	Enumerated list of management rights - residual rights silent	3	27	3	27	0
	TOTAL	11	100	11	100	

Continued . . . .

TABLE 100 - MANAGEMENT RIGHTS

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
SERVICE	No provision	8	80	6	60	-20
	General statement of management rights	0	0	2	20	+20
	Enumerated list of mgmt. rights - residual rights with management	1	10	0	0	-10
	Enumerated list of management rights - residual rights silent	1	10	2	20	+10
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	6	86	-14
	General statement of management rights	0	0	1	14	+14
	TOTAL	7	100	7	100	

TABLE 101 - LABOUR-MANAGEMENT COMMITTEE

INDUSTRY	COLLECTIVE AGREEMENT PROVISIONS	1967 AGREEMENTS		1971 AGREEMENTS		% CHANGE
		No.	%	No.	%	
ALL INDUSTRIES	No provision	62	62	52	52	-10
	Provision exists	38	38	48	48	+10
	TOTAL	100	100	100	100	
MINING	No provision	4	57	3	43	-14
	Provision exists	3	43	4	57	+14
	TOTAL	7	100	7	100	
MFG.	No provision	19	46	15	37	- 9
	Provision exists	22	54	26	63	+ 9
	TOTAL	41	100	41	100	
CONSTR.	No provision	9	60	6	40	-20
	Provision exists	6	40	9	60	+20
	TOTAL	15	100	15	100	
TRANS., ETC.	No provision	8	89	7	78	-11
	Provision exists	1	11	2	22	+11
	TOTAL	9	100	9	100	
TRADE	No provision	8	73	7	64	- 9
	Provision exists	3	27	4	36	+ 9
	TOTAL	11	100	11	100	
SERVICE	No provision	7	70	7	70	0
	Provision exists	3	30	3	30	0
	TOTAL	10	100	10	100	
PUBLIC ADMIN.	No provision	7	100	7	100	0
	TOTAL	7	100	7	100	